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**GENDER AND LABOUR IN CONTEMPORARY TANZANIA**

***GÊNERO E TRABALHO NA TANZÂNIA CONTEMPORÂNEA***

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**UNIVERSIDADE ESTADUAL DE CAMPINAS**  
**INSTITUTO DE ECONOMIA**

**HAWA MCHAFU**

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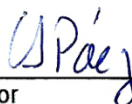
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**“GÊNERO E TRABALHO NA TANZÂNIA CONTEMPORÂNEA”**

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# **Dissertação de Mestrado**

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**“Gender and Labour in Contemporary Tanzania (Gênero e Trabalho na Tanzânia Contemporânea)”**

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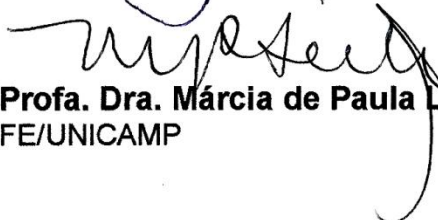
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**Dedication.**

This Thesis is dedicated to my dearest family: Shukurani Hamadi Bwalya, Mr. Mchafu Ahmed Chakoma, Mr Israel Lucas Nungu and my lovely grandmother late Hawa Mchafu. With Love.





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**Abstract.**

Gender is an important aspect in the social economic development of every country. Gender dimension has been in hot discussions after expansion of gender gap between male and female. This has led most women and their families into poverty. The gender activist tries to analyze gender dimensions aimed at helping women and tackling the social welfare and economic development issues. Therefore, this thesis by using different sources of information came up with the main causes and factor stimulating gender inequality within the society.

This Thesis unveils government's response towards gender inequalities through policy implementation and re-examining of government policies. Not only that, the report also finding that government is not doing enough to ensure the mindset up and attitudinal change of society against gender inequalities between male and female within the society, the thing could help to eradicate gender segregation and discrimination in the society.

The Thesis would be beneficial to policy makers, social and economic actors in the campaigning for anti-discrimination policy and regulations which will motivate gender equality and transform society into economic development and social welfare among women in the society.

**Keywords:** gender, women labor conditions, economic development



## **Resumo**

A categoria de gênero é um aspecto importante na análise da estrutura social de cada país. A dimensão de gênero ganhou relevância devido à expansão das diferenças sociais entre homens e mulheres. Na Tanzânia, esta brecha levou muitas mulheres e suas famílias à pobreza. O ativista de gênero tenta analisar as dimensões de gênero destinadas a ajudar as mulheres e para combater com o bem-estar social e desenvolvimento econômico. Mas o ativismo precisa de um sólido conhecimento da realidade. Portanto, esta tese, utilizando diferentes fontes de informação, tem como objetivo analisar as principais causas e fatores que estimulam a desigualdade de gênero dentro da sociedade.

Esta tese enfatiza a necessidade de resposta do governo diante das desigualdades de gênero, através da implementação de políticas e a revisão das políticas governamentais. Entendo que o governo não está fazendo o suficiente para garantir a mentalidade e a mudança de atitude da sociedade contra as desigualdades de gênero entre homens e mulheres dentro da sociedade, o que poderia ajudar a erradicar a segregação e discriminação na sociedade.

A tese pode ajudar os atores governamentais, atores sociais e econômicos numa campanha para uma política anti-discriminação e a favor de regulamentos que motivem a igualdade de gênero e ajudem a transformar a sociedade, visando o desenvolvimento econômico e o bem-estar social das mulheres.

**Palavras-chave:** gênero, mulheres-trabalho, desenvolvimento econômico - Tanzânia



## **ABBREVIATION.**

ESAF	Enhanced Structure Adjustment Facility.
GDP	Gross Domestic Products.
GGA	Gender and Growth Assessment Team.
ILFS	Integrated Labor Force Survey.
ILO	International Labor Organization.
IMF	International Monetary Fund.
ISCO	International Standard Classification of Occupations.
KILM	Key Indicators of Labor Market.
KM	Kilometers
MSEM	Micro Small and Medium Enterprise.
NBS	National Bureau of Statistics.
UN	United Nations.
UNDP	United Nations Development Programme.
UNESCO	United Nations Educational, Scientific and Cultural Organization.
URT	United Republic of Tanzania.
PAC	Parliamentary Accounts Committee.
PFP	Policy Frame Work Paper.
POAC	Public Organization Account Committee.
TAMWA	Tanzania Media Women Association.
TAWLA	Tanzania Women Lawyer Association.
TGNP	Tanzania Gender Network Programme.
TPAWU	Tanzania Plantation and Agricultural Workers Union.
TUICO	Tanzania Union of Industrial and Commercial





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## **INTRODUCTION.**

This document is intended to address the inequalities in terms of gender and economic aspects that exist between male and female in Tanzania society, particular in employments status, occupation and earnings. Gender inequalities have been a central discussion for many years, as women have been segregated from male`s occupations and discriminated in terms of works and income. This attitude was created by society under the so called gender segregation in which society constructed masculinity and femininity in a particular social and economic context.

The aim of this thesis is to analyze the inequalities that exist among female and male in a specific social and economic context. So labor markets at both incomes, sectoral and occupational level are analyzed. The thesis aim is also to examine the root causes of gender and segregation in the society, the main factors which stimulate the contemporary gender and segregation which result in the inequalities between men and women as well in society in general.

Furthermore, this thesis aims to build elements to advice government and social movement organizations on the main solutions and possible policy responses that lead to gender equality like measures for de- segregation, anti- discrimination and job evaluation practices to readdress imbalances in the current valuation of women`s and men`s job, as stated by commission`s expert group on gender and employment (ECEGE: 2009).

This thesis shows the way women workers are classified as low paid workers and they were concentrated to a large extent in exclusively female kind of employment, precarious job and informal sectors, but also that almost 80 percent are working in agriculture sector, the sector which is a back bone of Tanzania economy but is less paying. Male workers, in contrast, are found in a broad range in high paid job and they have better chance of promotion and good working conditions including social security.

Clearly the findings of this thesis show that more research and analysis on gender and segregation in Tanzania society are needed in order to explore a specific cause and come up with a proper ways and solutions for gender equalities in the work place and labor market in general. Although most of the causes of gender and segregation looking like similar but the thing to have on mind is that each country has got his own history and cultural aspect when comes to tackle some of issues.

The term gender refers to the social construction whereby society create socio-cultural distinction between male and female, gender relations have nothing to do with biological differences because it's not something natural, so that gender is the socially defined category that can change or can be changed any time since gender is not static, it is dynamic. This means that gender is social relationship which can undergo changes.

Gender is not what we do as a female or male, but how males and females are separated into different social roles. The concept of gender is very important because when applied to social and economic development analysis, it shows how women's subordination and men's domination are socially constructed.

Gender is quite different from sex, whereby sex is biological difference between men and women something natural one cannot change from being a male or female, in other words sex determines the biological role that one will play in reproduction and no one can change that role biology plays in producing behavior different between men and women. Female and male are different in their biological constructions, that one is well understood as fact, important for social development and unchangeable.

Historically division of labor has limited women's possibilities of participating in the productive sphere or public life in general, and it has also kept men away from women's activities. "Gender inequality stems from socio- cultural and historical constructs that transform sexual differences into differences in the roles that societies assign to men and women and their access to material and symbolic resources and power like wealth, social and cultural capital and power and how it is distributed, these inequalities have changed over time and history" (Azar :2010).

The idea of gender inequalities come up after society uses sex to create social relationships between men and women, on that process of creating socio-cultural relationship it's how society leads to gender inequalities between the two in terms of having access to particular opportunities in social, economic and political areas. The opportunities should be equal from the legal point of view that prevails in the society, so if there is no discrimination the results for these different groups would not show systematic bias, it creates gender equality, and that equality implies women having equal access to social, economic, political and cultural opportunities as

men and women are the same, but rather their similarities and differences can be recognized and have both equal value. (USAID: 2008.)

This report begins with an account of gender and economic inequalities that exist between male and female in the labor market, brief historical information about gender inequalities and it elaborates the meaning of the term gender and sex.

In Chapter one, this text has a review of literature from different scholars concerning the causes, factors stimulating the contemporary gender and economic inequalities among women and men in the society. Also the chapter tells about different perceptions concerning the existing of gender differences. From this chapter we see that some of scholars argued that most of the gender inequalities within the society have been caused by society itself through their attitude, value, cultural, norms, traditions and perception upon women or men in the society, others say it can be stimulated by globalization, though other scholars view globalization as a solution for gender inequalities within the society.

Chapter two talks more about segregation, levels and types of segregation will be discussed in this chapter, where it's shown that different categories of segregation can take place in the work place and labor market in general, are the things which maintain inequalities between male and female in the society.

Also the chapter tells us more about segregation explanation, how different views on segregation have been explained, whereby women are more segregated in every sphere, but it also shows that employers and society have been discussed as the ones who create and maintain segregation, since employers are the ones who create and assign jobs for them, through that process employers can favor one sex than the other, thus this process creates segregation and inequalities within that work place or labor market.

Chapter three discusses an economic, geographical and historical overview of Tanzania, in particular the contribution and participation of Tanzania's women into economic development. Furthermore this chapter includes a brief analysis of demographic data and labor market indicators. Also the chapter tells more about level of segregation and situation of labor market in Tanzania, the way employment and income are distributed between male and female within a labor market.

Data from this chapter shows that most of women are found in agriculture sector, and very few in construction, mining and financial sectors, with low income when compare to men, these women are working in different occupations and have different status from men`s occupation and status.

Chapter four provides an opportunity to consider the general issues on eradicating and eliminating gender inequalities, and offers an advice to government, civil society, trade union and NGO`s on the construction and creation of gender equality between male and female workers identities. Implementation of policy and a review of government legislation and regulations are advised and proposed in this chapter, as a solutions and way forward to gender development.

Finally, in chapter five this report comes up with a full consideration on helping women to reach economic development and social welfare as a conclusion.

### **Brief Definitions of Key Concepts**

**Downsizing-** refers to the dismissal of workers for reasons that are not related to their performance. These reasons have to do with the pressures on firms to “perform” and compete at the global level. Strategically globalization has facilitated the reduction of core firm size by paving the way for the geographic expansion of the “periphery” to new outsourcing sites in other countries ( Capelli: 1999).

Downsizing is one of highly wide spread consequences of economic globalization, it is used as a technique for diminish cost, control labor, block the power of trade union and for profit maximization. it is a good technique for employer mainly because can improve a firm`s financial performance but not employee productivity.

Downsizing resulted number of negative impact to workers especially women, because it is characterized by restructuring, cut off employments especially for those who have low skills. Also it characterized by resulting in part time or temporary workers, casual workers, precarious job and a growing informal sector, and most of workers in these kind of job are women. Women are most victims of downsizing process.

**Globalization-** This is a term that is frequently used but hardly ever is defined. It refers to the rapid increase in the share of economic activity taking place across national boundaries. Globalization is related to the economy, politics, culture, society and generally with everything we deal in our daily life. The term globalization sometimes can be defined in a number of different ways economist, geographers, historian, politician and sociologist both have their own ways of defining globalization. In terms of economics globalization is an integration of national economies through trade, foreign direct investment, capital flows, migration and the spread of technology.

The implication of globalization for national economy are many, it has intensified interdependence and competition between economies in the world market, it is in the form of increased integration though trade and investment is an important reason why much progress has been made. But it is not a reason for this often unrecognized progress, good national policies, social institutions and domestic stability matter.

Therefore, economic reforms have yielded the following significant benefits: globalization in developing countries had favorable impact on the overall growth rate of the economy through GDP growth rate and the increase of the direction of the growth in the sector has also been changed.

Globalization is the frontiers of the state with increased reliance on the market economy and renewed faith in the private capital resources, a process of structural adjustment spurred by the studies and influence of World Bank and other international organizations have started in many of the developing countries. (Chandrasekaran Balakrishnan: 2004)

Normally, globalization under the so called global sourcing, it trying to identifying, negotiating, evaluating and configuring supply across multiple geographies to reduce costs maximize performance and mitigate risks. There is no disputing that global sourcing is on the rise, continued economic uncertainty has made it difficult if not impossible for business to grow revenue.

The optimists underline the link between increasing trade and economic growth and then they conclude that trade is good for growth and growth is good for the poor. Both in terms of job creation and poverty alleviation. In contrast, the pessimists show that globalization is quite



uneven in its impact and gives rise to negative counter-effects on the previously protected sectors, the marginalization of entire regions of the world economy and possible increases in within country income inequality.

Globalization increases competition by making agents of production more active, and it came up with a package of policy and conditions that include cut offs of government budget, privatization programs, deregulation of markets, trade liberalization, the easing of controls on foreign investment, and shift from import substitution to export promotion development models (Beneria:2003).

In developing countries globalization takes an advantage of the abundance of low-skilled labor and imply on increasing demand for domestic low skilled labor and hence increasing within country wage dispersion and income inequality (Stolper and samuelson: 1941).

Some scholar think that globalization can be among the gender inequalities stimulator this is because it thrown up new challenges like growing inequality across and within nations, volatility in financial market and environmental deteriorations.

Another negative aspect of globalization is that great majority of developing countries remain removed from the process. Globalization has intensified interdependence and competition between economies in the world market. This reflected in interdependent in regard to trading in goods and services and in movement of capital.

It is thus clear that a globalizing economy, while formulating and evaluating its domestic policy cannot afford to ignore the possible actions and reactions of policies and development in the rest of the world. This constrained the policy option available to the government which implies loss of policy autonomy to some extent, in decision making at the national level (Goyal Krishn: 2006).

Globalization has also generated considerable international opposition over concerns that it has increased inequality and environmental degradation. There is a reason to study the impact of globalization on developing countries from the point of view inward foreign direct investment. On the process to make globalization, liberalization and privatization smooth operating in developing countries, they introduced some of initiative measures including devaluation which

went together with devaluation of Tanzania currency, disinvestment which allow most of the public sector undertakings have been sold to private sector all of this thing generate inequalities between men and women, and the people who have been reduced are the one who lack more knowledge and skills and most of them are women.

The influx of foreign companies into developing countries increases employment in many sectors, especially for skilled workers. However improvements in technology come with the new businesses and that technology spreads to domestic companies. Mechanization in the manufacturing and agricultural sectors lessens the need for unskilled labor and unemployment rises in those sectors.

Also globalization increase the wage gap between those who are educated and those who are not, and for the case of Tanzania men are more educated than women so globalization generating the inequalities for men and women. Over the longer term, education levels will rise as the financial health of developing countries rise, but in the short term, some of the poor will became poorer. Not everyone will participate in an elevation of living standards (Goyal Krishn: 2006).

Globalization affects both capitalist economic and social relations, via multilateralism and microeconomic phenomena, such as business competitiveness at the global level. The transformation of production system affects the class structure, the labor process, the application of technology and the structure and organization of capital. So globalization is now seen as marginalizing the less education and low skilled workers (Eddy and Marco: 2006).

Although free trade increases opportunities for international trade, it also increases the risk of failure for smaller companies that cannot compete globally. Additionally free trade may drive up production and labor costs, including higher wages for more skilled workforce.

Furthermore, globalization introduced the so called downsizing, subcontract and out sourcing. Many of these resulted in the growth of informal sector, casual and part time or temporally job, all of these job are precarious kind of job which have low income, no social security, unclear legal status and most of their workers are women when compared to men, the thing which make some people to think that; globalization is causes an aggravation of gender inequality.

General speaking, globalization is not a direct causative of gender inequalities but it can cause indirect, maintaining and stimulating it, this is due to the fact that, globalization normally takes advantage from what have been imposed by Neo-liberalism process to cause gender and economic inequalities between men and women within the society. Therefore globalization is the root factor for stimulating and maintaining gender and economic inequalities.

**Informal sector-** The International Labor Organization defines Informal sector, broadly characterized, as consisting of units engaged in the production of goods or services with the primary objective of generating employment and income to the person concerned. This unity typically operates at a low level of organization, with little or no division between labor and capital as factor of production and on a small scale. Labor relations where they exist are based mostly on casual employment, kinship or personal and social relations rather than contractual arrangements with formal guarantees. (ILO: 2002)

But according to Tanzania National Employment Policy, informal sectors defined as nonfarm, small scale and self employed income generating activities based on low level of organization, low capital and technology (URT :2008). Nearly all of informal sector are characterized by low income, poor working condition, low skills and technology, unregistered one, no legal status and social protections to their workers. Most of women are affected with consequences of the informal sector.

**Part Time** - Tanzania National Employment Policy define part time employment as an employment that is less than a standard time or full- time organizational commitment on the part of employee. Part time employees usually do not receive the same health insurance retirement and other benefits full employees received (ILFS: 2002).

**Segregation**-is the practice or policy of creating separate facilities within the same society for the use of minority group. Under segregation one can separate between men and women into different aspects, women and men can be segregated by their sex, gender, occupation, job, work and wage. And that separation is what leads to the so called inequalities between men and women in terms of social and economic aspects, as Scott stated that “segregation has been strongly related to inequalities in pay, career prospects, and employment protection. It has provided to be

one of the most profound dimensions of labor market inequalities and the most enduring”. (Scott: 1994).

On the other hand segregation analysis can be based on race and ethnic membership as in school, housing, and public or commercial facilities especially as a form of discrimination. Under segregation the main concern is the physical separation among the two, and this separation go hand with hand to the social and economic dimensions.

**Discrimination** -defined as a treatment or consideration of making a distinction in favor of or against a person or thing based on their group, classes or category to which that person or thing belong rather than individual merit. Discrimination is associated with segregation because one can segregate the two groups or things in order to apply discrimination, on discrimination two people who are working together can have different wage for the same work.

### **The Report Objectives.**

The general objective of this thesis is to show the conditions which maintain the existence of gender and economic inequalities, and the level of segregation within the Tanzania society. The report concludes by drawing remedies, ways to follow in order to narrow gender inequalities and to abolish segregation between men and women among the Tanzania society.

This thesis answers the following questions:

#### **Broad:**

1. What should be done by the government in order to improve gender equality and to remove segregation in Tanzania society?

#### **Narrow:**

1. What is the situation of Tanzania labor market in income distribution and employment opportunity between Men and Women?
2. What is the level of segregation in the work place within Tanzania society?
3. What are the main causes of gender inequalities in the society

## **Hypothesis**

The major hypothesis of this thesis is that economic dynamics, social cultural aspects and lack of active legislation maintain gender, segregation and economic inequality among men and women. Although government did some sort of initiative to make sure gender equality can take place, it seems that initiative has had no impact as most of women are found in low status kind of employments including informal sectors, part time job and living into extreme poverty.

Insufficient regulations and policy measures by government in the process to reduce the negative impact brought by privatization and downsizing the public sectors, economic restructuring and de-regulations also contribute to maintain the contemporary of gender and Segregation. Government needed to be much more constant to strengthen their policy, create employment to his own people and distribute it by basing on equal distribution process, but also they required coming up with sufficient regulations to deal with neo-liberalism policy which give the room to globalization to take advantage of the system and then to stimulating gender inequality. On the other hand the Social movement Organization like Civil society, Trade union and NGO`s also have a role to play on creating social and economic equality between men and women within the society.

## **Significance of the Study.**

The significance of this thesis is to supply elements for policy makers, social and economy stakeholders like employers and institutions on the issues of gender equality especial in labor market including employment and income between male and female workers, because of equal opportunities and access of employment and income it could easy creating economic development and social welfare and It could help to reduce inequalities and poverty among women within the society. As Literature shows that Tanzania`s women participate more than men in economic development, so that this thesis targeting to help women who are marginalized to reach better positions in economic development and social welfare.

## **Research Materials.**

The method of data collection which has been used as a source of information to accomplish this thesis is a secondary data.

The main secondary sources of information used in this thesis consist of text books, Papers, Articles, Journals, publish and unpublished documents including government`s reports, website, journal and local magazine and newspapers.

The report also used various National and International website for discussion and analysis that is: International Labor Organization (ILO) like KILM, World Bank Reports, United Nations (UN) Reports and chapters, United Nations Development Program (UNDP) which produces the Human Development Report. Tanzanian National website and reports that have been used include Tanzania National website (URT), National Bureau of Statistics (NBS), Labor force survey of 2001-2006, Tanzania Gender Network programme (TGNP), Tanzania Media Women Association (TAMWA), Tanzania Women Lawyers Association (TAWLA), Labor statistics Report of 2010 as well as local newspaper such as the Citizen newspaper. All of these documents were very useful as a source of information to write this thesis.



## **CHAPTER ONE**

### **LITERATURE REVIEW**

This chapter contains a literatures review and theoretical approach of different scholars who have been discussing about contemporary gender and economic inequalities between men and women. Thus the chapter will show the factors which stimulate contemporary gender inequality worldwide and Tanzania in particular.

Some scholars say gender and economic inequalities can be caused and stimulated by society itself through its norms, attitude, perception, culture and tradition, while others think it can be caused by government through their policy and regulations, as weak policy and de-regulations can maintain inequalities within the society, the scholars who believe in these ways include Reskin, Padavic, Beneria, Laufer, Rubery and Bergmann.

Also there are some scholars who think that gender and economic inequalities can be stimulated by development of capitalism under globalization, the people like Beneria, Seiz, Kabeer, Hsiung, Reskin, Padavic and Lui view globalization through downsizing, out sourcing, sub contract, re-locating, re-organizing and restructuring, maintaining gender and economic inequalities between men and women.

But on other hand others like Fields, Tiano and Galenson perceive globalization and development of capitalism are the one which lead to the gender equality through economic growth and industrialization whereby employment opportunity to women are opened and gender wage differentials are reduced. All of these ideas and arguments are discussed in this chapter.

#### **1.1 Gender and Economics Issue`s**

On understanding the concept of gender one needs to focus on social value and social construction, gender is more about female and male relationship within a society, similarities rather than differences which obtained in biological aspects, as anthropologist Gayle Rubin said “A taboo against the sameness of men and women divides the sexes into two mutually exclusive categories and there by creates gender.<sup>1</sup>” (Rubin: 1975).

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<sup>1</sup> Gender is a constitutive element of social relationships based on perceived differences between sexes, and gender is a primary of signifying relationship of power.



The issues of gender and economic inequalities are a worldwide problem, Whereby unequal opportunities and access of resources can occur between men and women, in which women can be affected more than men because of gender attitude and perception, and this can be seen from lower level that is house hold up to higher level which is in the labor market and the state as well, that can introduce roles and regulations on how to control the gender and economic situation.

As Stephanie stated that “ Unequal economic opportunities can affect women`s bargaining power in a number of key institutions in the house hold, in the labor market, and at the level of the state that shape gender roles and are also pivotal in determining access to, and control over material resources”(Stephanie: 1994).

He continues arguing by saying that, that situation can create a pattern of circular causation in which women faces enormous difficulties in altering gender norms and stereotypes which in turn limit economic and social alternative” (Stephanie: 1994).

The notion of gender within the society, through culture can lead gender differences, whereby cultural define things in terms of female and male, this to a large existence resulted in the so called gender differences<sup>2</sup> among the two. According to Irene and Barbara “The idea of gender differences as rewards and punishments induce most people to go along with a social construction of gender and thus conform to culture definition of femininity and masculinity”. (Irene and Barbara: 2002).

Gender and economic categories are very important aspects to view the existence inequalities which can occur between men and women, that differences can be seen in different areas in the house hold and society in general, also it can be seen in labor market include in employment, job status, sectors and wage. All of these areas can reflect the contemporary gender and economic differences between men and women. “Gender is an indicator, looking at the wage distribution and distribution of employment by sector provides a clear picture of the very composition of the male and female employment”. (ILO: 2009).

After First World War societies in the world that had already experienced the economic inequalities in terms of gender, male and female, started to observe unequal wage. It stated that “The 1930 “equal pay controversy” in Britain carried out mostly by male economists

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<sup>2</sup> Gender differences refer to the social process that create and exaggerate biological differences.

with the notable exception of Joan Robinson, had as a purpose the understanding of the reasons behind male/female wage differentials”. (Janice Maden: 1972).

When we come to the discussion of gender and economic inequalities women are the one who are affected, mainly because they have low status when one compare to men, for the case of Tanzania`s, data shows that most of women receive low income when compared to men, but also a large number of women are found in informal sector unlike men, their majority are found in formal sector that is 71%, this will be more elaborated in chapter three.

The gender issues became a hot discussion after the end of Second World War in 1945 after different charters, conventions and rights being introduced in order to empower women. According to UNESCO, “In 1948 under the United Nations charter provided the declaration of human right and convention on the eradication of all forms of discrimination and prejudice against women” (UNESCO: 1990). The declaration of human right charter and convention on the eradication of all forms of discrimination and prejudice against women can be seen as a starting point for fighting against gender discrimination.

## **1.2 Causes and Factors Stimulating gender and Economic Inequalities.**

As many scholars argued, gender and economic inequalities can be caused and stimulated by social aspect within the society, government intervention through police, legislation and regulations, as well as development of capitalism under globalization which uses advantage that imposed by neo-liberalism process so that through downsizing, outsourcing and restructuring globalization stimulating inequalities, though some scholar view the development of capitalism under globalization are the one lead to the women opportunity in the participation of the labor market.

By starting with the social factor, gender inequalities can be caused by society itself through its culture, norms, traditions, attitude and perception against men or women. Social`s customs or culture can value men`s work and devalue women`s work, also society creates men`s work and women`s work by paying much attention and respect to men`s work as a better work than women`s work. The aim of doing all of these is to maintain patriarchal system in the society.

When society does this it`s easy to cause inequalities between the two sexes in every sphere of life include house hold, work place, employment and wage differences. “Cultural attitudes

that devalue women expressed in the lower value that many employers, workers and societies place on the work that women usually do. This devaluation of women's work reduces women's pay relative to men's work, devaluation of women and their work is a key factor in the pay gap between gender." (Irene and Barbara: 2002).

Gender differences can be attributed by norms and traditions of the society, whereby that society assign women all primary activities including nurturing, caring and weaving the fabric of community, all of these activities become women's exclusive activities and responsibilities instead of them being valued and shared equal by men.

These traditional norms can create a gap between the two because women spend enough of their time in unpaid and house hold work, rather than participate fully in the labor market particular in paid work. Most of women are found in casual, part time or temporary job because their time is very limited by other responsibility, unlike the case of men. So that in this matter society needs to include social policies

"Gender norms associated with women's behavior and roles. Women's primary purpose is defined to be that of caretaker for other family members. In fulfilling their responsibilities, women are also counseled to observe the "three obedience" to parents, husband and sons. As paid laborers, women have been seen as supplementary workers, providing income to parents and, later, to nuclear family to the extent possible given house hold child- rearing responsibilities" (Stephanie: 1994).

Government also are mentioned to be a cause of gender and economic inequalities between male and female , this will happen if there is no strong government's intervention and challenge to all factor that widen gender and economic inequalities in the society, since gender equality within a society needs strong policy and regulations. " The government intervention is needed among that is presenting ways to challenge the traditional division of labor by which men specialized in paid and high paid work and women in low paid work, domestic or other unpaid work" ( Bergmann:1995).

She went further by saying "these models take as given a set of assumed static, gender characteristics- such as that women are better than men in cooking and child care while men are better at market work in order to explain and justify the traditional gender biased division of labor and corresponding inequalities within and outside the house hold."

Unequal opportunities and accessibility between male and female in terms of government's education system can also contribute to the gender and economic inequality in the society, this will happen when system favor one sex by taking large percentage of that sex to acquire training, leaving the other out of the educational system, actually this will create gap between the two, for instance in Tanzania the data of level of education for the year 2010 which will be discussed in chapter three, shows that there were more percent of male when compare to female unlike other country there is higher percent of women than men in the issue of the level of education. If in Tanzania this situation will continue in the near future, it will lead to a lesser number of women in labor market, particularly in professional and technical employment.

According to Gallin and Greenhalgh in their analysis concerning the role of state in structuring economic along gender line comment that “ apprenticeship training is available to boys in virtually all blue-collar jobs, providing them with the skills necessary to compete for high wage jobs in manufacturing. Training for women, however, is provided primarily for service jobs such as beautician or seamstress” (Gallin: 1984; Greenhalgh: 1985).

Coming to the discussion of globalization as a root factor for stimulating gender and economic inequalities in the society in which is paved the room and taking an advantage of the situation that imposed by the neo-liberalism process to cause and stimulating gender inequalities, different scholars argue that new developments of capitalism which introduced new techniques have enhanced the gap between men and women. These techniques include downsizing, subcontracting, outsourcing, re-organization, informalization, re-locating and restructuring. All of these techniques resulted in more negative impact to workers especially women, since these techniques was introduced in order to diminish cost, control labor, block the power of trade union and to achieve profit maximization.

In addition to above, these technique resulted some of workers to be in casual employment, part time or temporary job and informal sector, and most of workers who are found in these kind of employment are women when compare to men, this is because most of women have got low skills unlike men, so that a large number of women are the one who receive low amount of salary, working under poor conditions, they do not have legal status and social security. Unlike women, men are working in formal employment, professional and technique one mainly because they have got higher skills than women.

Furthermore the process of globalization under the introduction of its techniques that is downsizing and outsourcing, normally forces low skilled workers to go into a precarious employment that have been mentioned above whereby a large percent of them are women in comparison to men, so that when one views globalization in this angle, it can be seen that it is actually stimulating and maintain gender and economic inequalities between men and women.

Beneria argued that “the Washington consensus which introducing during the past two decades in which the market and capitalism in particular leading to the world development and global economic interaction and to the end of history. This consensus based on market driven capitalist development led to the package of policies including government budget cuts , dismantling of the welfare state and privatization of public industries” (Beneria: 2003).

All of these policies implemented under the umbrella of structure adjustment programs which went together with the retrenchment of workers and most of them were women through privatization and liberalization. The consequences have been devastating for a large proportion of the population increasing economic and gender inequalities and social polarization even increase poverty” (Beneria:2003).

Tanzania is one of those countries who have been affected by these policy because it had got high levels of foreign debt, so it forced itself to accept the system that lead to gender inequality and social polarization, because through cut off government budget went together with dismissals whereby most of civil services workers were dismissed, falling from 355,000 to 270,000 workers in the year 1990, as well as through outsourcing and subcontracting of workers. (URT: 2009).

Under globalization when a capitalist shifts his firm, normally looking or shifting to the low wage countries, its aim is to utilize labor and minimize cost in a way such that, under this process he will come up with the policy to employ a large number of women in the job lower position so as to maximize profit. Janeth and Yousefi stated that “Firms operating in a policy environment in which capital is more mobile are able to respond to wages shifts by closing their doors and by moving to lower wage sites or threatening to do so in response to worker demands for wage increase.” (Janeth and Yousefi: 1997).

The industrialization process under export industries cause a number of negative impacts to women when compared to men. In one way or another this lead to the stimulation of gender

and economic inequality among women and men through limitation of opportunity which face women under globalization development, as have been argued that “export industries are characterized by higher turnover rates, insecure employment, and limited opportunities for women to receive on the job training and promotions. These are also industries in which subcontracting and home work are more commonplace” (Roh: 1990; Lui: 1994; Hsiung: 1996).

Subcontracting is one among globalization technique to deal with labor control as well as diminish cost, this technique together with other restructuring techniques cause a number of problems to workers, but when compare men and women who have been affected with this process women are subject to more impacts than men. “Subcontracting is the problematic from a social stand point because its forms are generally resistant to the enforcement of labor regulations, such as laws mandating safe working conditions, limited work hours and minimum wages.”(Janeth and Yousefi: 1997).

Moreover, workers in these situations generally are paid less than workers in the large, originating firms. However the use of such relationships appears to have increased female employment, both through the substitution of lower paid female labor for higher male and through the expansion of demand for these products due to low labor cost. (Janeth and Yousefi: 1997).

Although some scholar like Beneria and others come up with arguments concerning the negative impact of globalization to workers in general and women in particular, there are some of scholar who viewed globalization as a path that can lead to gender and economic equality through industrialization which opens job opportunities, empowering or manage women to participate in labor market as well as helping women to shift from unpaid work to paid work.

About the gender developments of capitalism under globalization, Stephanie argued that “A widely held view is that gender inequality is severest in developing countries due to lack of job opportunities, and where patriarchal norms and stereotypes contribute to job rationing in favor of men. Some have argued that a necessary step toward gender equality is economic development and industrialization which, by stimulating job growth, can facilitate women`s access to wage income.” (Stephanie: 1994).

While Fields, Tiano and Galenson argued that “women`s incorporation into the paid labor economy may also provide opportunities to enhance their skills. Further, sustained strong demand for female labor could lead to a narrowing of gender wage differentials. This view is generally associated with the “integration” thesis, whereby it is assumed that the process of economic development will increase women`s income earning possibilities. (Fields: 1985; Tiano: 1987; Galenson: 1992).

Also this group of scholars viewed that mobility of capital or firm and firm re-location will manage to help workers to be more flexible but also it will help them to put pressure on wage increase, unlike others trying to view and think that mobility of capital and firm re-location cause unemployment problem to workers especially women who have low skills and lack of professional and technical skills when compare with a large percent of men.

On this notion Stephanie argued that “where capital is mobile, that is where firms are in a position to respond to wage pressure by moving labor demand is likely to be relatively more elastic than in cases where capital is immobile. Women`s concentration in the export industries, where labor demand is, in fact, the most flexible, may thus inhibit their wage growth relative to that of men in spite of the dynamic growth of these industries”. (Stephanie: 1994).

Ward and Pyle cite research to support their view that gender problems, especially in the case of women being concentrated in marginalized jobs, can be concluded to be the result of the development of capitalism; so to speak there is another factor which marginalized women economic status. To support their argument they stated that “the makes links between global restructuring, industrialization and gender status. Researchers have given significant attention to the role that transnational corporations play in influencing women`s economic status. In particular, women`s employment in export-processing zones has been analyzed, with many , but not all, conclude that this type of employment marginalized women in low paying, dead end job and often with poor working conditions”. (Ward and Pyle: 1995).

### **Summary and Conclusion.**

This chapter has examined the general positions concerning gender and economic inequality between men and women. Also, this chapter tried to discuss the causes and factor stimulating contemporary gender economic inequalities within the society, as there are arguments stating

that gender and economic inequalities can be caused by society through social practice, but that those inequalities can be stimulated by the globalization process. The level of gender inequalities are looking much bigger in Tanzania or Africa in general when compare to developed countries, this is due to the fact that, most of African countries are facing strongly cultural practice ,norms, taboos, customs and traditional unlike developed countries.

Also there are some other argument which state that, even government can cause inequalities if it has no strong policy implementation and regulations against social norms and globalization process like de-regulation. But also this chapter shows the two side of globalization, one side was how and where globalization can cause and stimulate inequalities between women and men, but another side is how and where globalization can lead equality by opening enough opportunity for women to participate in labor market.

So that we might conclude that the position or contribution of globalization to help and support women is too small when you compare it to the negative impact which globalization has on women social and labor status. Therefore in implementing the gender development the effort of Civil Society, Trade union, NGO`s and Government by itself are much needed as a means to improve equality to all citizens, to increase participation of both male and female so as to improve good governance at the society level in general.





## **CHAPTER TWO**

### **SEGREGATION AND DISCRIMINATION.**

Although men and women are differing in terms of biological aspects that is sex, those differences have nothing to do on work performance. Ever since both of them have ability and skills to perform work there is no need to segregate women from men's work or salary. Nevertheless, most of societies' organization and institutions use that difference as a fundamental feature to segregate women from men.

This chapter examines the theoretical approach from different scholar concerning different analysis and explanation which tells more about segregation and discrimination from labor market in general and work place in particular. Also the chapter tells about a kind and level of segregation, which can take place in the labor market and its categories, includes occupation, wage, job and employment.

#### **2.1 Explanation of Segregation and Discrimination.**

Segregation is the broad topic to discuss, since it has got different categories which interacting them, but also there are different theoretical approaches to analyze this topic. For instance Strober analyzed and developed theory of segregation by saying that "the theory looks at segregations in the absence of legal mandates prohibiting gender discrimination or requiring affirmative action" (Brown and Pechman: 1987). While others came up with different approaches, there those who view segregation is because of employer actions but others view as a result of a cultural stereotype.

Under segregation one can separate between men and women into different aspects, women and men can be segregated by their sex, gender, occupation, job, work and wage. And that separation is what leads to the so called inequalities between men and women in terms of social and economic aspects, as Scott stated that "segregation has been strongly related to inequalities in pay, career prospects, and employment protection".

He continued by saying "it has provided to be one of the most profound dimensions of labor market inequalities and the most enduring". (Scott: 1994). On the other hand, segregation

analysis can be based on race, under segregation the main concern is the physical separation between the two, and this separation goes hand to hand with the social and economic dimensions.

Segregation could be a hidden one, so it might be not so easy to identify at once because men and women are mixed and working together in the same department but they differ in other aspect like income or position, some referred it as moderate or low segregation, but also segregation could be open which is known as exclusive or high segregation, under exclusive or open segregation, one sex is more concentrated in one job than the other, and sometimes men or females are excluded completely form a specific activity, sector or job.

“Men are in the `male` jobs and almost half of these are in almost exclusively male jobs` ; in comparison , about more than half of women are in exclusively female jobs and a higher proportion are in mainly female. This can be rearranged to form a comparative index of segregation, so that `exclusively male` and `exclusive female` jobs are classified as high segregation” (Scott: 1994).

According to Scott “most of men are concentrated in skilled manual work, and this class has a higher proportion of extremely male jobs than any other class. Women are in `exclusively female` jobs and most of them are in unskilled work at the bottom of the manual and non manual hierarchies” (Scott: 1994). This situation tends to increase inequalities against women, since most of women are low skilled and when they reached in the labor market automatically they face segregation from men`s work and salary.

Sex is the best category which is used in the labor market and work place to segregate men from women, under sex segregation men and women can do the same job but they can differ in salary and occupation or work setting. Irene and Barbara stated that “the distribution of men and women across different occupations, jobs and places of the work. Sometimes and in some places, as in the preceding examples, sex segregation separates the sexes physically; women and men do the same or different tasks in different settings”. (Irene and Barbara: 2002).

Sex segregation in the work place is one of the most visible signs of social inequalities. In almost every work setting, it is unusual to see men and women working at the same job, when they do, they typically perform different task, with unequal level of responsibility and authority. “Even when job tasks are virtually identical, it is not uncommon to find men and women allocated to

distinct job classification within an organization, even women working full time year are paid less than men” ( Bielby and Baron:1982).

The concept of sex segregation also applies to the situations in which the sexes share the same place of work but do different jobs, “as in a research laboratory where female technicians work alongside male scientists or in an office shared by female clerks and male managers” (Irene and Barbara: 2002).

In understanding the concept segregation and discrimination within the society, one can fix attention on labor market segregation and discrimination, as this category has many points of contact with all segregation`s categories. Labor market segregation is an unequal distribution and treatments between men and women in all spheres of labor market including sectoral, occupational, status and income within the labor market.

It is almost go together with labor market discrimination, that is existing when two equally qualified individuals are treated differently solely on the basis of their sex and gender. Brown and Pechman argued that “research has shown how the internal labor market structures differ for women from the structures originally described for men. Men and Women have profoundly different labor market experiences within the same firm although firms treat workers in the same job category equally” (Brown and Pechman: 1987)

Labor market segregation leads to a segmentation of the labor market, which expresses itself in the form of a division of labor by sex. It creates segments of the labor market where men and women are excluded. As result, women are concentrated in less skilled, low wage positions, thereby labor market segregation by sex preserves and maintain a Patriarchal system within the capitalist society.

Beneria went further by examining how subcontracting affect the female labor market and gender differentiation. She analyzes subcontracting as a process of decentralization of production to reduce labor cost by shifting production to labor market segments that are part of the secondary and informal market. (Beneria: 1987).

When Beneria examines the development of capitalism, she shows that the economic system stimulates the sex segregation in the work place and labor market in general, Joyce Jacobsen

argued against those arguments. For she, economic development was one of the reasons behind a decrease in segregation levels, that is segregating women from men`s activities and income has diminished in some countries because of general economic development. To support her statement Jacobsen stated that “As the proportion of women in the labor force has increase in all countries, they have entered both traditionally female and traditionally male parts of the work force, but on balance, work force segregation was decrease slightly.” (Jacobsen: 1994)

Segregation is another ground for one to analyze and discussing about gender, as segregation will occur when society bases access to a job or sector on the construction of masculinities and femininities in social life and specific organizational contexts, therefore the different social gender structures give rise to a degree of sex segregation within the society.

Also the existence of gender, and thus, the separation of men and women into different groups lead to existence of discrimination among them, but also it can create to keep distance from women`s occupation to men`s occupation or vice versa, as discrimination is a way in which both of them accept to different incomes, and resulted in a higher degree of inequality. “The existence of gender segregation in the society may itself be a form of inequalities in cases where occupations are not equaled accessible to men and women. And the gender segregation within each group is very high, there also a gender concentration within each occupational title<sup>3</sup>” (Janet Siltanen: 1994).

Most of women are segregated from men`s work and income, this is because of two major issues, one is the gender attitude and perception which view women`s work and men`s work different, whereby women forced by the system choosing to work in a kind of women work, but again women could be segregated because of their level of education which cannot make them to perform professional and technical job, so that this could affect them to get promotions and bonus.

“Gender segregation effect on women`s work histories, particular their chances of job promotions and occupational mobility. Many authors mention the important of gender segregation in structuring women`s opportunities and preferences”. (Scott: 1994).

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<sup>3</sup> Occupational title refers to a range of employment situations that may be differentiated in terms of gender composition.

Gender segregation is a product of both social and economic factors, So generally gender segregation is influenced by society and to a large extent contributes to the inequalities between men and women to the various social and economic spheres including earning, authority and social status inequalities, this is because most of women are employed in precarious job unlike men.

On other hand women can be segregated from men's work and income, it's not because these women have lack of education or low skills, but is just because of discrimination against them, here one can find men and women have got the same experience and qualification, but they still working in different level and receiving different amount of salary, there for this have nothing to do with education but it's all about gender discrimination, as United Nation stated down.

“The gender discrimination remains strong in the labor market can also be seen in other ways; many women with comparable skills and experience are confronted with a gender wage gap and lag behind men in income and career mobility in the formal sector. Equal work or work of equal value, has not yet been fully realized. Gender discrimination in hiring and promotion and related to pregnancy, including through pregnancy testing, and sexual harassment in workplace persist” (United Nations, 2000b).

## **2.2 Kind and Level of Segregation.**

This part discusses more about level and kind of segregation which can take place in the labor market and work place in particular. There is different level and kind of segregation depend to the particular society, this is to say in some society there is some of work is mainly for women and some special for men, so that if it is special for men means that it hard to find women in that kind of work. On this Jacobsen stated that “There is substantial similarity across cultures in the level of sex segregation. Moreover, the same occupations tend to be dominated by men or women in the society.” (Jacobsen: 1994).

Occupation segregation is the one among the kind of segregation whereby men and women are channel into different type of occupational, roles and task. Some can refer occupational

segregation as employment segregation whereby unequal distribution of men and women in occupational structure include status, income and position.

Ever since occupational segregation channel workers into different role and task, one may find men and women are performed different works though both of them are skilled worker example in the industry's most of women are found in production role while men are in maintenance task. "A concentration of women in production jobs, low –grade work, and one or two broadly defined occupations, as well as segregation by department and occupational categories.

She went further and argued that "employer themselves live the production sector for women, tool- room and maintenance functions for men workers, they normally unemployed men in this sector causes they intended the offer low wages, and if they will employ men very few in number, and they will be as a head of the sector and they are going to receive different income and treatment from them". (Jacqueline Scott: 2010).

Job segregation is the kind of segregation, in which workers are employed in a kind of jobs that are normally predominantly female or male or by higher concentration of one sex. "Typically women are employed in job that characterized by a high concentration of female labor, the same situation is , of course true for men, and the segregation of jobs by sex indicate that, for the most part, women and men do not compete for the same job"(Janeth Siltaken: 1994). Generally, under job segregation most of jobs are distinguished in terms of sex composition of the labor force.

Another kind of segregation which can occur between men and women is Income Segregation, this is a kind of segregation which stimulate inequalities and even poverty for women, this is because of segregating women into low paying job salary when compare to most of men`s job salary, and therefore make women to live and remain into poverty since the amount of salary they acquired is not sufficient for social and economic needs.

Under income segregation employer can use income to segregate men`s job from women`s job, employer can also target women work and labeled it as unskilled or semi skilled work and the level of pay set at an appropriate level for women which is low income and unattractive to men, and set high income an attractive one labeled it as skilled work target for men.

According to Jacqueline Scott “Differences in rates of pay between high grade and low grade jobs are considerable in work place, the wage rate for a male is more percent higher than women. As result, differences in the grading of male and female occupations led to big differences in wages for men and women” (Scott: 2010).

On the level of segregation employer action can contribute a lot to create and maintain inequalities, this is to say on the process of employer to create and assign job, they normally use sex and gender to have it, and so is in this way they can segregate men from women and lead inequality between the two. In addition to that also most of employer when they create employment they normally have particular sex and other categories in their mind the thing like being harder, strong or having strong muscles and committed are putting under consideration so as to separate men`s work from women`s work .

“Level of segregation in the work place whereby employers` preference and practices to assign workers to jobs, either directly or through personnel practices that govern their internal labor markets, indeed, employers create jobs for a substantial proportion of new hires (Granovetter: 1974;Rosesbaum: 1985).

They concluded by saying that “employers` actions contribute substantially to the concentration of women and men in different jobs. Employers base their behavior on averages. For this reason women may not get pay increases, they may not get promoted when they deserve too, and they may not get offered the jobs they deserve”.

On other hand Reskin and Padavic stated that “Social values that encouraged employers to ban women from many jobs legitimized sex discrimination, employer could justify low pay for women because men presumably supported them, and women`s economic dependence on men solidified men`s authority in the family” (Reskin and Padavic: 2002). Furthermore employers usually have final say over who does what jobs, if all employers in a particular time or place use segregation personnel practices, level of sex segregation will be high.

Though some of scholar view employer as a source of creating inequalities through his action of segregating women`s work from men`s work as well as salary other scholar like Joyce Jacobsen viewed that the issue of segregation is not the employer`s fault but it is because of market imperfection, on this Jacobsen stated that “sex segregation could arise due to labor market



imperfections such as a situation in which employers have imperfect information about individual's abilities" (Jacobsen: 1994).

Generally, under segregation women are more victim when compare to men, women cannot access opportunity relative to men the thing like promotions, earning high salary, authority and social status are much more to men than women. From segregation what women can inheritance or have is a low income, working in informal sectors, precarious employment, do not have promotion relative to men and even being unemployed.

One can segregate women from men if there are concrete reasons to do so, but there is no need to pay them less, as Jacqueline (Scott: 2010) asked that "what is the relationship between segregation and low salary for women?" Since they can perform a proper work they need to gain better salary relative to men.

### **Summary and Conclusions.**

Segregation has remained most of women into poor condition in terms of economics, to a large extent women are segregated and discriminated because of their sex as well as attitude and perception of the society into tackling issues in the society, and these segregation lead women to experience intensive inequality against men in every sphere of economy including employment, kind of job, income and the working condition.

Employers has seen to be stimulating segregation process during the time of creating and assign work and job to men and women, but also by treating them different and favor one sex or gender, that it's how employers has looking as the one who maintain this situation.

On this people should understand that segregation is not bad if employer has got strong reason to do so like increasing production, but also it won't be bad if person are free to choose positions based on their tastes and ability. The thing need to put under consideration is when one someone decide to segregate for good reason, he suppose to treat them equal and no need to pay less for one group against the other.(Jacobsen: 1994)

For this reasons government and employers they are responsible to make sure that any possible way they conducted in order to quit segregation in the work place by basing on considering the women`s experience, qualifications and contributions in economic productivity rather than basing on biological difference, that one has nothing to do with economic development.

But also Trade Union and Civil society are very important stakeholder on bringing in gender equality and quit out segregation among the two, by so doing they will realize the importance and value to improve the effectiveness of the government and trying to play an increasingly important role in demanding transparency and accountability, advocating rights and equality in various social and economic development the thing like education, labor market as well as cross cutting issues such as human right and cultural issues should be advocated.



## **CHAPTER THREE**

### **SITUATION OF LABOR MARKET IN TANZANIA ECONOMY.**

This chapter tells more about Tanzania context as a country, about its history and geography, the major boundaries and neighbor countries. Also the chapter we present a picture of Tanzania's economy, its major economic activities and macroeconomics aspects the thing like GDP, inflation, per capital income; exchange rate and interest rate are well discussed. At the end of this finding chapter we present the data which shows contemporary gender inequalities and segregation in Tanzania society, especially in labor market.

Tanzania's demography is analyzed in this chapter, including the distribution by sex and age group. This chapter also discusses the contribution of women to Tanzanian economy, their status, position and the way they perform and participate in economy in comparison to men. Apart from demography, what is discussed in this chapter is the level of segregation between men and women in Tanzania society, whereby women are segregated from men's work and income. The chapter shows the situation of labor market in Tanzania and the whole process of employment and income distribution among men and women, which exhibits clearly the contemporary gender inequalities and segregation in Tanzania labor market.

#### **3.1 A History of Tanzania and its Demography**

The United Republic of Tanzania is the one of Eastern Africa Countries, Its total area in square kilometers is 947,300 in which land is 885,800 square kilometers, water is 61,500 square kilometers, and it includes the island of Zanzibar, Pemba and Mafia. Tanzania borders the Indian Ocean. It has long borders with neighboring countries, for example, the length of the Border with Kenya is almost 769 kilometers, Mozambique 756 kilometers, Malawi 475km, Burundi 451km, Democratic Republic of Congo 459km, Uganda 396km, Zambia 338 and Rwanda 217km. The United Republic of Tanzania dates formally from 26<sup>th</sup> April 1964; it was formed out of the union of the much larger Mainland territory of Tanganyika and the Coastal of Zanzibar.

Tanganyika, the former was a colony and part of Germany East Africa from 1880s to 1919, after First World War was under the League of Nations, after that became a British Mandate until independence on 9<sup>th</sup> December 1961. Zanzibar was settled as a trading hub, subsequently

controlled by the Portuguese, the Sultanate of Oman, and then as a British, It achieved its independence on 10<sup>th</sup> December 1963.

“Since the mid -1980`s Tanzania has implemented far-reaching reforms in the political system, economic management and government administration” (URT: 2010). The Government of United Republic of Tanzania is Democratic and Multiparty, in 1992, a multiparty democracy system was introduced and successful multiparty elections were held in 1995 and the second election was conducted in October 2000.

Republic of Tanzania is the Union of Tanzania Mainland and Revolution Government of Zanzibar. “The capital city of Tanzania is known as Dodoma and major commercial city is Dar-es-salaam, Official currency is Tanzanian shilling and the National language is Kiswahili whilst English is widely used in official communications”. (Tanzania National Website and NBS: 2011).

The following figure below is a Tanzania`s map, which shows Tanzania geographical aspects like boarders, ocean and lakes.

**Figure 1: Tanzania in Figure.**



**Source:** [www.vidiani.com/map](http://www.vidiani.com/map) .

According to Tanzania National Bureau of Statistics (NBS), a population of Tanzania for the midyear 2010 ranges around 41 million people with the population growth rate of 2 percent, the

urban population was 9 million equal to 23.1 percent, while the rural population was 32million of the whole population, which is equal to 76.9 percent. The female population from the same midyear was nearly 21million of people, equal to 50.47 percent slight higher than that of men which 20million population that is equal to 49.53 percent was.

Data and Statistics for Tanzania shows that in the mid year 2010 Tanzania had a total Economic Active Group of 15-64 years of age was almost 22million equal to 55 percent of the total population, while the children years age from 0 up 14 was 17million equal to 43percent and old people aged 65 plus was 2 percent equal to 2 million of a whole population, where by dependence ratio for the same mid year 2010 was 83.21. In terms of Life Expectancy demographic statistics show that, a life expectance at birth was 56.95 years of age, while Infant Mortality Rate was 68 per thousand for the midyear 2010 when compared to 1900 was 120 per thousand (NBS: 2011).

The following table shows the Population and Percentage`s Population of Sex and Age Structure.

**Table 1: Midyear Population by Age and Sex for Tanzania 2010.**

Age	Both Sex Population	% Population	Male Population	% Male Population	Female Population	% Female Population
Total	41892895	100	20747053	100	21145842	100.0
0-4	6391918	15.3	3215476	15.5	3176442	15.0
5-9	5938680	14.2	2975643	14.3	2963037	14.0
10-14	5485572	13.1	2742491	13.2	2743081	13.0
15-19	4811221	11.5	2403588	11.6	2407633	11.4
20-24	4170605	10.0	2082391	10.0	2088214	9.9
25-29	3458808	8.3	1723412	8.3	1735396	8.2
30-34	2853254	6.8	1436202	6.9	1417052	6.7
35-39	2172122	5.2	1115379	5.4	1056743	5.0
40-44	1568931	3.7	815655	3.9	753276	3.6
45-49	1250567	3.0	613331	3.0	637236	3.0
50-54	1049474	2.5	460629	2.2	588845	2.8
55-59	856511	2.0	351365	1.7	505146	2.4
60-64	673991	1.6	285438	1.4	388553	1.8
65-69	502325	1.2	221099	1.1	281226	1.3
70-74	350612	0.8	152511	0.7	198101	0.9
75-79	214060	0.5	91632	0.4	122428	0.6
80-84	101353	0.2	43157	0.2	58196	0.3
85+	42891	0.1	17654	0.1	25237	0.1

Source: [www.census.gov/ipc/www/idb](http://www.census.gov/ipc/www/idb)

### 3.2 An Overview of Tanzania Economy.

Tanzania economy underwent a hard time within a short period soon after the great depression which led to the word economic crisis of 1930. Another major crisis erupted because of the Kagera war against Uganda in 1970`s, followed by the collapse of East Africa Community in 1977 where Tanzania was member, and ending up in a full fledge by Structural Adjustment process which came up with privatization and trade liberalization in which so many workers were dismissed, all of these events had negative consequences for the Tanzanian economy.

“For a long time the Tanzania economy has suffered shocks with severe destabilizing effects. They include the oil shocks, collapse of commodity prices, drought, break up of East Africa Community and the Uganda war. These shocks coupled with a poor policy regime culminated in

severe economic crisis in the early 1980`s. Several adjustment measures were implemented since 1981 but by mid 1990 fiscal instability was still severe. Privatization programme was concentrating on the large and monopolistic enterprises whose privatization has to be preceded by formulation of a legal and regulatory frame work”. (Tanzania National Website.)

After the hard situation Tanzania went through, government decided to engage into different plan so as to recovery and uplift economy as they were able to control economy by stabilizing market and prices, these policies stimulated GDP growth. As stated that, “In early 1996 the Government committed itself to a shadow programme Monitored by International Monetary Fund ( IMF) and from September 1996 a three years Enhanced Structure Adjustment Facility ( ESAF) underpinned by a Policy Frame work Paper (PFP)”.

In addition to the above, Tanzania has made significant progress in “restoring Macroeconomic Stability, overall fiscal balance (Including grant) has been a surplus of around 0.8 to 1.2 percent of GDP during the past three years. Inflation has been controlled from more than 30% in 1995 to 6.6% in early 2000. Foreign reserves have increased from 1.5 months of merchandise imports in 1995 to 4.5 months 2000”. (Tanzania National Website.)

Also the government made an effort to make sure it reached to the point of poverty reduction, fixing macroeconomic health by strengthen shilling and controlling exchange and interest rate to the bankers, all of these policies were able to stimulate the growth of Tanzania economy. It is stated that “Tanzania government recognizes the need for a robust high growth to fight the nation-wide poverty. Higher (6-8 percent) and sustained growth is necessary. While growth is necessary it is important that it is broad-based and centered on improving the live hoods of the poor. The Government is committed to consolidating and intensifying the macroeconomic progress achieved to-date. The economic reform programmes that commenced in 1986 have converted the command-based economy into a market one Trade, exchange rates and interest rates are now fully liberalized”. (URT: 2010).

On the process of Tanzania to recovery its economy also they faced difficult in terms of privatization and liberalization as a result of the structural adjustment policy whereby government forced to cut off its expenditure something went hand to hand with workers dismissal, new management and operation in which government remained with few activities.



“The reform of parastates has privatized/ divested about half of the more than 4001 parastates firms. The public service reform has cut down the workforce in government from 355,000 (1992) to 270,000 (1997), rationalized and streamlined functions and structure and salaries, introduced new management systems and strengthened local government through the formulation and implementation of the local government reform program”. (URT: 2010).

According to World Bank, Tanzania is one of the world’s poorest economies in terms of per capita income, however Tanzania average 7.3percent of GDP growth per year between 2000 and 2008 on strong gold production and Tourism, before global financial crises. In 2008, “Tanzania received the world’s largest millennium challenge compact grant, worth \$698 million. Dar es Salaam used fiscal stimulus and loosened monetary policy to ease the impact of the global recession”. (URT: 2011).

After crises during 2009 to 2010 GDP dropped up 6.7 percent, but currently the rate of growth of the Gross Domestic Product is 6.5percent. For the year 2010 60% of its work force is employed in agriculture. The economy depends heavily on agriculture which account for more than 30% of GDP as a main production sector, followed by trade, financial and business services sectors which account for around 47%, Industrial and mining sector rank third at a share of 23%, but also in the recent years have seen “a bright future for the sector as foreign investments continue to flowing in, it is apparent that in the near future the sector will record a significant proportion of GDP” (URT: 2011).

According to Tanzania National Bureau of Statistic, the inflation rate for the year 2010 was 7.2% but it rose up to 13% for the year 2011. Tanzania government received money from donors so as to boost its economy through infrastructures in order to simplify exportation and importation of goods and raw materials. “The World Bank, International Monetary Fund and Bilateral donors have provided funds to rehabilitate Tanzania aging economic infrastructure, including rail, roads and ports infrastructure that government has increased spending on agriculture to 7% of its budget. Continued donor assistance and solid Macroeconomic policies supported a positive growth rate, despite the world recession” (URT: 2011).

Major exports from Tanzania are agriculture commodities including coffee, cotton, tea, tobacco, cashew nuts and sisal. Industrial exports have been on the rise following adoption of trade

liberalization, and privatization of public enterprises, although Tanzania has primary industries processing (sugar, beer, cigarettes, sisal twine, shoes, cement, wood products, salt, fertilizer and textiles). Extraction of Diamond and gold mining and minor oil refining activities. Trading import goods in Tanzania, consists of processed products, electronics, machine, cars, petroleum and its product

According to Tanzania National Website, the type of Tanzania economy has great possibilities of growth in the near future as “the degree of market orientation, the level of economy development, the most important natural resources, and the unique areas of specialization. It also characterizes major economic events and policy changes in the most recent twelve months and may include a statement about one or two key future macroeconomic trend”. (NBS: 2010)

### **3.3 Women Participation in the Labor force Economy.**

Women`s important contribution to the economic activities in Tanzania is well recognized, In the year 2006 World Economic Forum Global Gap report Tanzania was ranked number one globally, out of 115 countries, in terms of women`s economic participation ( World Bank: 2007). As National Bureau of Statistic (NBS) demographic data shows, women`s population for 2010 constitute nearly 21 million of the total population, equal to 50.47%, in which the economically active population was 11million women.

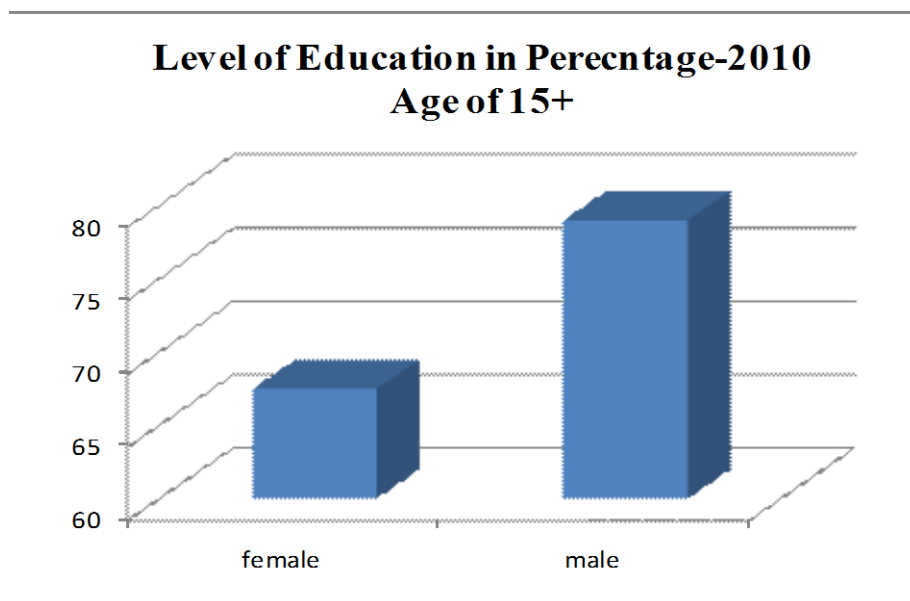
“Tanzanian`s economy depends heavily on agriculture, about 90% of the able-bodied population is engaged in agriculture where by about 80% are women” (World Bank: 2007). Women play a substantial role in Tanzania`s economy and are more active, especially in agriculture, where they account for more than 80% of labor force. If we compare women and men in terms of labor force participation, we see that overall labor participation rate of women was 93% slight higher than that of men 79%.

Much of Tanzania economic activities are in the hands of women especially in agriculture and informal business, economic opportunities are often markedly different for men and women. “Although, they are the main producers of cash crops the environment does not allow them to own their wealth” (URT: 2007).

It is estimated that 60% of women in Tanzania live in absolute poverty, This is a result of the increasing poverty among the rural and urban population generally the growing gap between men and women, “due to their low knowledge and skills on how to manage their work is generally low, most of women also depend on poor technology which consume their time and energy.”(NBS: 2006).

The following figure below shows the level of education between men and women. The figure tells that women are the ones who have a lower level of education when compared to men for the year 2010, this resulted into a large number of women with low knowledge and skills, putting them to be in unskilled and semi-skilled job, hence earning very low income and forcing them to live in poverty.

**Figure 2:** Level of Education 2010.



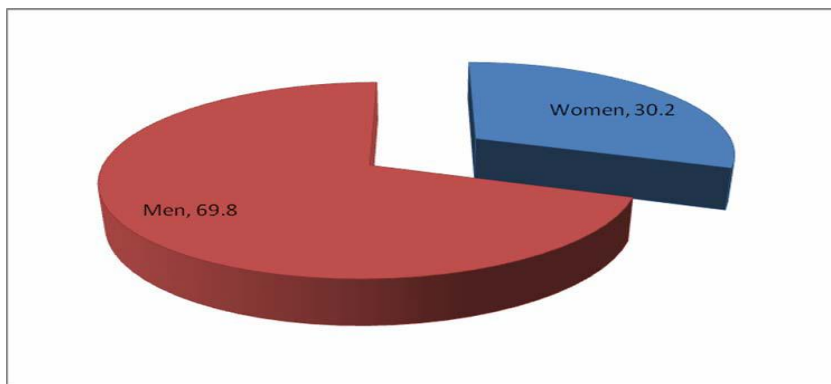
**Source: (UNESCO:2011)**

The following figure below shows the percentage of women and men in the management position on professional and technical jobs. In which only 30.2 percent are women when compare to 69.8 percent of men, this shows that there are very few number of women who have got professional and technical skills, one more evidence of segregation.

But if there is a large number of women or the same number of men and women, who have got professional and technical skills, then women are segregated from men's work or these kind of work. But because of very little access to university level and low skills they have, women lack in participation in science and technology, one thing that could stimulate them to go into professional and technical job which would lead them, at least potentially, to earn good salary and live out of poverty.

Even though disparities in level of education and skills are not the main factor which causes gender inequality within the society, Tanzania's women still need to learn new skills, to acquire higher skills and enough education as much as they can or as the same level as men, but also women need new technology and knowledge in order to cope with the demand of technological changes, by doing so women will be in a good position in terms of labor market participation opportunity. All in all, lacking or having low level of education for Tanzania's women are much worse, because they take it as an advantage to make them be segregated and discriminated very easy than when they could have at least same level or even higher level than men.

**Figure 3:** The Presence of Women and Men in Management Position on Professional and Technical Field of Work.



**Source:** (NBS: 2005)

Yet the status of women is still low, both economically and socially mainly because of some limitations to full participation in the labor market in terms of income distribution and work.

Those limitations arise from some culture issues and taboos in the society, as have been stated that “distribution of income accruing from their labor. Culture, traditional and norms also create obstacles for women to full participation in economy”.

As have been shown above women have a high rate of economic participation but cultural factors still strongly influence the ability of Tanzania women to realize their potential in their work. “Culture norms govern prevailing attitude and belief not only do they include the subordination of women to men, but they also have a pervasive impact on social and economic life and on how laws and regulations operate in practice.”(URT- Ministry of Community Development Women Affairs and Children: 2002).

Interviews conducted by the Gender and Growth Assessment Team (GGA) with Tanzania women entrepreneurs in September and November 2006, show interesting insights on segregation, “Still reins force the presence of culturally based obstacles to women`s participation in economic empowerments. The reluctance of husband to allow their wives to engage in business activity and time constraints due to competing domestic responsibilities were never far from the surface. The attitude also impacted access to finance as well as the ability to attend training and access to business development services”. (Amanda: 2007)

All of those practices, labor market and social practices resulted to women`s enterprises frequently remain precarious, usually tied to small scale and informal activities that can be prepared to accept with their domestic obligations. This means that to large extent the section of women`s entrepreneurial potential remain under exploited.

The table below shows Percentage of different occupation status between Men and Women.

**Table 2:** Employment Status by Gender 2010.

<b>Employment Status</b>	<b>Male %</b>	<b>Female %</b>	<b>Total %</b>
Paid Employee	15.3	6.1	10.5
Non Agricultural with Employee	2.6	1	1.8
Self Employed (non agricultural without employees	10	8.2	9.1
Un paid family helper	8.1	7.7	7.9
Work on own farm.	62.4	71.7	67.2
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

**Source: (ILFS: 2010)**

Tanzania women participate fully in economy unlike a men not only in agriculture but also in household level, whereby most of women spend enough time in household task, something that limits their time to participate fully in labor market, especially in high paid work as a result a number of women are remained poor by comparing to men, as has been stated by the Gender and growth assessment team.

“Women are more time poor than men given their disproportion responsibilities for household tasks. These time constraints reduce the ability of women to engage in market work, while their total labor effort is not fully captured or valued in National account. The concept of women in economy should be viewed from the totality of the basis and wider meaning of community development for the simple reason that women are a very important component of the society in bringing about societal development”. (GGA: 2007).

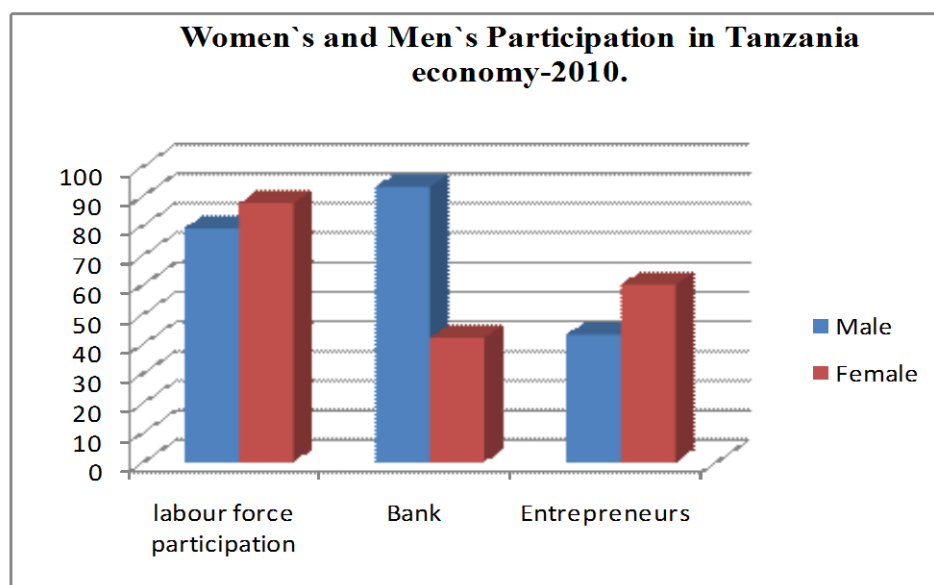
Generally the participation of women in Tanzania`s economy is too higher when compare to men, though in some of area have high percent of men`s participation than women`s participation, for instance in bank as shown by the following figure below there are fewer women in bank sector, Bank is one of financial sector which pay high salaries in Tanzania, but its where have very few number of women and most of them hold low occupations like teller.

The sector that accounts for a higher participation of women in Tanzania`s economy is agriculture, an area in which women participate for almost 80 percent. Other large participation

of women found in informal sector and in entrepreneurs or small business, while large enterprises are dominated by few men.

On other hand house hold task are still a predominantly female`s task and it`s a factor that determines how female use their working hours, the house hold economy can take almost three hours and effectively diminishing house hold activities could increase women`s contributions to the economic productivity and improving the quality of house hold welfares.

**Figure 4:** Participation of Women and Men in Economic Activities.



**Source: (NBS: 2010)**

### 3.4 Level of Sex Segregation in Tanzania.

In Tanzania women workers are segregated like in any other countries, most of women are segregated from men`s work, but also they are experiencing different or pay gap between them and men. Most of jobs are gendered, in some of it there is high domination of women with low paying while other work are more dominated by men with better salary and good working condition. Managerial and professional are occupied by more men, while women are obtaining, at most, the officers rank. For instance the communication officer is the women desk in Tanzania, most of company`s communication officer are female than male.

According to International Labor Organization, “since 19<sup>th</sup> c the Tanzania labor force has been highly segregated by sex, most occupations were so dominated by one sex for that decade”. The level of segregation was clearly have been seen in occupation working sectors and working place in generally, it characterized by different treatment between two sex in terms of kind or type of job occupation, payment and leadership . “Apparent this segregation have been seen where in human department”, but one may find the leader of that department is men and if it will be women the top manager should be men”. (ILO: 2009)

In Tanzania, there is clear segregation of women in sectors that are generally characterized by low pay, long hours and often time’s informal working arrangements, and even within the sectors (work place) where women dominated, it is rarely to find women who would hold the upper managerial, instead men are the one who hold that position.

Also sex segregation in Tanzania at work place can be seen at the wage level, “gender wage differentials are firmly present in all occupations and across all skills bases. The occupations showing the lowest differentials are first level education teaching and general of file work, both occupations that are likely to be dominated by female. Even among the persons with the same highest skills (university degrees) the gender wage differentials is still there” (ILO 2009).

Segregation in Tanzania has got a higher degree and this can be seen amongst professional and expert, men are in top rank and intermediate, while bottom or secretarial jobs are more likely to be in mixed sex or even only female jobs. Most of mixed job are better than only female job, female job it has poor employment conductive especially working conditions in most of industries, low pay, low status and little protection in terms of social security and other employment benefits.

Some of employers and firms had rejected to employ women as full time worker, instead they prefer to employ them as part time workers, they look and preserve full time employment for stable and committed men work force, and this can be seen in security company, transportation and Dockers company especial in essential and special unit as well as managerial work.

Employers create difficulties requirement qualifications that act as forces to make women being in part time job, however, while firms may had more complex on setting employment strategies among men and women, these strategies is what can deeply gendered and maintain segregation



among the two. “Normally its firm or employer who can assign men`s and women`s work, its where employers assign and creating different occupation between men and women and actually they favoring one sex that is a male rather than female”. (ILO: 2009).

Tanzania`s labor market and in the work place tend to distribute unevenly employment by sectors and departments for men and women. For example in many hospitals about 85 percent of nurses are female very little number of men being involve or working in this sectors. Also one may find other kind of job like secretaries; bank tellers are typically segregated female`s kind of job. “Occupational segregations influences wage differentials is to group the occupations according to male dominated or female dominated status and then look at the difference in average gap”. (Labor Statistics: 2010).

From respondents in the survey suggested a great deal of gender stereo typing and segregation between men and women Stephanie commented that, “female nurses were seen as intrinsically not good it management and as less motivated or concerned with their careers than men. This fed through into example differences in the numbers of women and men applying for promotion at given for points in their careers. In many work place gender segregation is common, with men occupying the more senior permanent positions and women concentrated in more insecure temporally positions, this includes fixed-term contracts of between one and six months, and casual day work” ( Stephanie: 2003).

In the distribution of male and female workers, women hold a low percentage of the labor force in manufacturing industries, mining, financial and transportation most of them are working in agriculture, agriculture sector is a main economic sector in Tanzania but it pay less when compare to above mentioned sector. For example, at the flower Plantation in Arusha region, about 70 percent of their workers are women, with a minimum wage of (180000Tsh equal to 120 \$), working in bad condition without grove and gas mask while they use dangerous chemicals to grow flowers.

And the share of these women in administrative or authority level is very low when you compare to men, From Flowers Company most of men are found in managers, directors, administrator and human resources position very few women who can hold this position (Tanzania Plantation and Agriculture Workers Union- TPAWU).

In manufacturing industries is where one can notice the severe segregation between the two, since men are in different shifts from women, men work in evening shift while women work in the morning shift with different earnings, compared to men. For example, at the Urafiki Textile industry a large number of women are found in sewing area while men are in technical and chemical space. Ando Tiles Building Centre Industry is another example where, men concentrated in factory space, while women are dominated in washing tiles. (Tanzania Union of Industrial and Commercial- TUICO)

“Male dominate in industrial employment and formal sectors is made clear in Dar-es -salaam region, (a region and Commercial city of Tanzania) male employment share in industry were high than female shares for less than 10 percent”. Due to such sex segregation and after being segregated, Tanzania`s women are over represented in some sectors and under- represented in others. Most women find themselves becoming entrepreneurs and engaging in Trading, food processing, textile and clothing, and provide services for business (Rutashobya, 1995). “They tend to undertake activities that are in harmony with their traditional roles. These also happen to be the least profitable. There also some type of work or businesses are gendered, those are common to women and other to men”.

In Tanzania both public and private sector discriminate workers by their sex and gender, and there is high and open segregation in the private sector than in the public sector mainly because majority of public workers are unionized unlike private workers, so that, it moderate equality situation at the work place among the workers as a core function of trade union is to fight against workers right and promote equality. But in private sector most of employer ban their workers to join trade union so workers of this sector miss opportunity of being much aware, more knowledgeable and practicing about workers right and equality, freedom of expression and negotiation because of they lack trade union`s support.

Furthermore in private sector workers experience different in all spheres include payment, task and treatment, men and women they are not working together at all, perform different job with different payment, there is some of department and office special only for women, that includes department of women and youth, communication and information department, environment office, cashier, receptionist, sales and production, while construction, accountant

and auditing, marketing, factory, gate man and driver are belong to men, and when you come into payment, men are paid more than women.

For public sector there is no open or high segregation, in this sector segregation is less extreme, especially in occupation segregation, but there is income segregation especially for construction, energy and extractive, engineering, doctors, professors and transporters industries. Since in the public sector men and women are able to work in the same office or department performing the same duties, but they have different title with different payment. In public sector there are some women who are in managerial position, most of them they are leading women department very few who supervising the mixed department, but there is no women manager who manages men`s office and department.

The following table below shows some types of work that are gendered to men and for women as shown in the following classification

**Table 3: Gendered Work Activities.**

Gendered (Typical Female)	Gendered ( Typical Male)
Food vending	Manufacturing
Tailoring/ Batik Making	Import/ Export
Beauty Saloons	Whole Sale Trade
Decorations	Transportation
Local Brewing	Tour Agencies
Informal Catering	Estate Agents ( Informal)
Pottery	Hawkers
Basket Making	Charcoal Wholesaling
Informal Food processing	Restaurants
	Bars
	Formal Food Processing

**Sources:** Extracted from Rutashobya (2001)

According to Nchimbi and Olomi some reasons why Tanzanian women are engaged into informal business, are the facts that most women are segregated from formal employment, income and accessing other employments opportunity like promotions and bonus in the work place, as “women has no spouse`s income as men, so that its inadequate to meet basic family needs. Also women needed to raise their social status, earn and having greater flexibility compared to employment to combine work and her house hold responsibilities” (Nchimbi and Olomi: 2002).

According to Tanzania National Website, women and men have been found to enter into the work place in differences ways, and on different terms, not only in formal work but even in informal work. “Differences are found between men and women, as well as among different group of women (rural-urban; educated-non educated) certain kinds of work have been stereotyped as being ‘Male’ or ‘Female’ because of the socialization process on the division of labor which stipulates different roles for men and women”.(URT:2007)

The informal sector survey of 1991 and the Dar es salaam informal sectors survey of 1995 showed that “both men and women were concentrated in labor –intensive, low capital investment areas, women were further pushed into activities demanding lower skills, such as local brewing and food vending, as men were engaged in carpentry, carvings, artistic activities, masonry or fishing, all of which require higher skills. Whereas in informal employment, women are disadvantaged in terms of security, remuneration, and other benefits such as paid annual leave, paid maternity leave, and access to further training and promotion prospects” ( Amanda Ellis: 2007).

On the level of segregation, the Gender Network research shows that in Tanzania “the gender pay gap is increasing across the wage distribution, between men and women under the same occupation, the differences are for almost 10 percent, the average gender wage varies from around 10 percent up to 15 percent. But averages disguise the differences across the wages distribution revealed by estimation. These show that, even when men and women have the same characteristics, there is typically a positive and increasing gender gap across the wage distribution due to different returns” (GGA:2007).

Culture, norms and tradition are elements in Tanzania that contribute a lot into segregation between men and women: from household up to labor market, women are segregated from men's activities and thus, income inequalities arise. "Tanzania is an example of a country where socio-cultural norms support high fertility and in the informal economy where they are engaged mainly in survival type's activities and where their low income earning matter of survival and continue to want large families. Gender inequality in Labor market is manifested in wage gaps, occupational segregation, higher relative unemployment rates and women's disproportionate representation in informal employment, particular in Agriculture". (ILO 2009)

In Tanzania there also substantial differences between men and women in the type and quality of their employment activities. "An extremely high number of women are confined to "female jobs" low – productivity jobs-with low status, often insecure, unsafe and poorly paid. Looking specifically at non – agriculture wage employment, there exist significant differences between men and women. Particularly in the rural areas of Tanzania" (visit, [www. Africa-yetu .com](http://www.Africa-yetu.com)).

"The country should encourage gender parity if it wants to have a competitive economy, a new World Bank report shows. In the report on women, business and the law, Tanzania is listed among 25 countries in Sub- Sahara Africa with higher level of sex segregation and gender discrimination regarding the use of property and basic legal transaction such as signing contracts" (The Citizen News Paper, Wednesday, 05 October 2011 by Bernard Lugongo).

By and large, about segregation in Tanzania, women are marginalized and suffering more from the impact of segregation, this is because in each category of segregation women are losing more than gaining, but men are benefiting from segregation process. The much more stress is placed on the fact that women job are involved with the low pay and poor quality include precariousness and informality.

In additional to that, these women are more segregated, because most of them are mainly work at home or clustered in female stereo typed "occupations such as nursing, mid wifely, typing and machine operating, these activities attract minimum pay unlike men who worked employed in higher pay job". There are polices to guide the employers to consider gender when announcing for job vacancies are needed and should set a wage ranks which are not gender segregated.(Bol, 1995).

### 3.5 Labor Market Indicators in Tanzania

Since labor market is a primary tool for gender analysis, this section aims to show the characteristics of Tanzania labor market, especially the way in which it differs for men and women. This section will show, using the new key indicators of labor market that are widely to a large extent available within a country, that is informal employment where you will find a large number of women. This section utilizes the KILM as the main data sources of information in analyzing and explain women work and gender comparison that currently exist in the 7<sup>th</sup> edition of the KILM.

The following is the definitions of key indicators of labor market according to ILO 7<sup>th</sup> edition of 2011, Aim of these definitions is to offer a brief explanation for some of important key indicators which is used to analysis and measure gender inequalities in the labor market.

- **KILM** is a collection of country level data detailed information concerning its organization and coverage as a collection of labor market indicators for approximately 200 countries, Areas and territories can be found in the “ guide to understanding the Kilm.
- **Labor Force Participation Rate**, is a measure of the proportion of a country's working age population that engages actively in the labor market. Either by working or looking for works. It provides as indication of relative size of the supply of labor available to engage in the production of goods and services. The breakdown of the labor force by sex and age group gives a profile of the economically active population within a country. The labor force participation rate is calculated by expressing the number of persons in the labor force as a percentage of the working-age population.
- **Status in Employment**, The indicator of status in employment distinguishes between two categories of the total employed. These are (a) wage and salaried workers (also known as employees); and (b) self employed workers. These two groups of workers are presented as percentages of the total employed for both sexes and for males and females separately. Information on the subcategories of the self employed group-self-employed workers with employees (employers), self-employed workers without employees (own-account workers), members of producer's cooperatives and contributing family workers (also known as unpaid family workers).

- **Employment by Sectors,** The indicator for employment by sector divides employment into three broad groupings of economic activity: agriculture, industry and services. Although data are limited to one or two years in the majority of countries in Sub-Saharan Africa, and Middle East and North Africa, every region is covered. Because user may be interested in analysis trend in employment in greater sectoral detail.
- **Employment by Occupation** The indicator for employment by occupation classifies jobs into major groups, with the groups defined by the classification that is used most internationally comparable data currently available are classified according to the international standard classification of occupations. 1998 (ISCO-88) with the following major groups (1) Legislators, Senior officials and Managers, (2) professionals; (3) technicians and associate professionals; (4) clerks; (5) service workers and shop and market sales workers; (6) skilled agriculture and fishery workers ;(7) craft and related traders workers; (8) plant and machine operators and assemblers; (9) elementary occupation and (10) Armed forces.
- **Part Time Workers,** The indicator on part time workers focuses on individuals whose working hours total less than “full time” as a proportional of total employment. Because there is no agreed international definition as to the minimum number of hours in a week that constitute full-time work. The dividing line is determined either on a country-by-country basis or through the use of special estimations. Two measures are calculated for this indicator: total part-time employment as a proportion of total employment, sometimes referred to as the part-time employment rate”, and the percentage of the part-time work force comprised of women.
- **Employment in the Informal Economy** is a measure of employment in the informal economy as a percentage of total non-agricultural employment. These are wide variations in definitions and methodology of data collection related to the informal economy.

Tanzania labor market analysis begins by exploring the distribution of employment in the society. By using the nationally representative large sample integrated labor force survey (ILFS) data for 2006 shows that “self employment is the most common type of employment in Tanzania especially in urban Tanzania. Over 80% of the self employed are own account workers with remainder mostly employing a small number of employees. Employment in the public sector is a

common and constituted 60% of urban wage employment in 2001 though there was evidence that it decline relative to the size of most other kinds of employment between 2001- 2006 , agriculture is still fairly important in these year”

Labor market in Tanzania is characterized by the existence of inequalities within the labor market, as job and income distribution are different between men and women, most of women are in agriculture while men are in manufacturing activities and financial services, the thing led to existence of gender and economic inequalities “In Tanzania there is a wide gender disparity in Labor Force participation rate with patters differing significantly within the country, the distribution of men and women across the sectors is uneven: women are slightly in the majorities in agriculture and trade when compare to men, whereas men dominate in manufacturing, construction, transport and finance”, one may find these are sector among the sectors which pay high salaries. (Amanda: 2007)

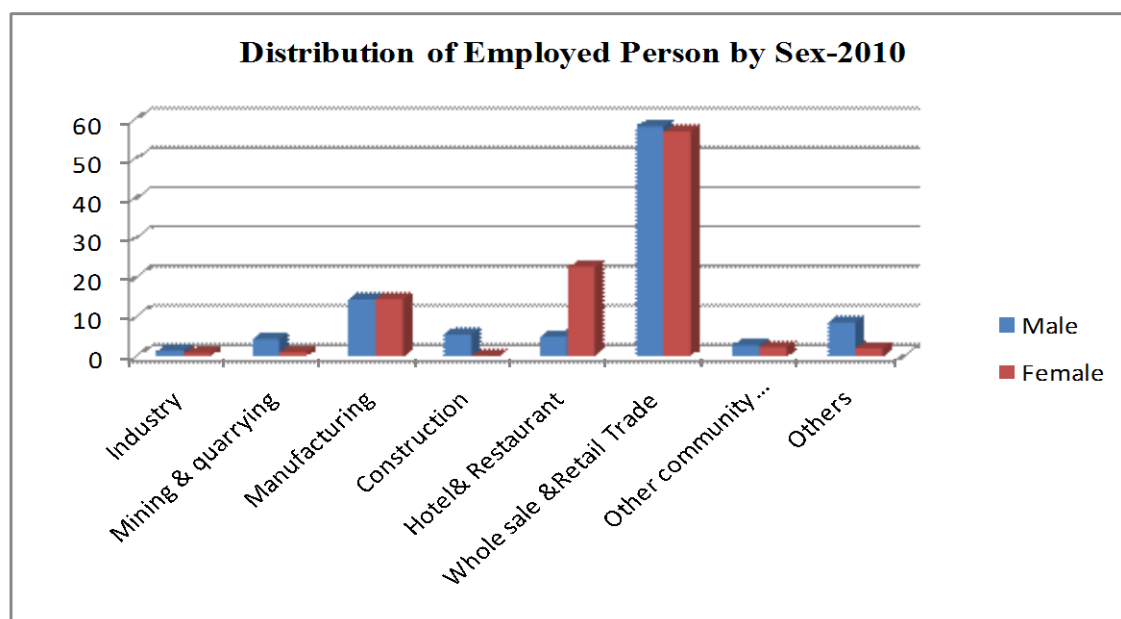
He went further and arguing that “the distribution of economic activities by type of employment is uneven too, showing important gender differences, its only 4% of employed women in paid job either informal or formal sector by comparing to 10% of men who was only in formal paid employment”. (Amanda: 2007).

The figure below shows the unequal distributions of employment by sectors between men and women. Graph shows some of sectors have zero percentage of women; this might be a result of sex segregation whereby most of employers organize their work by basing on sex, so it leads to a rise of the so called masculine and feminine kind of work.

But again it could be because of gender impact in the society which created and grafted the attitude of accepting the notion of women`s and men`s work, in which some of women find themselves have a choice of concentrating only in a certain kind of job and leave some of job on the idea and mentality that those jobs are men`s jobs.



**Figure 5:** Distribution of Employed Person by Sex and Sector 2010.



**Source : ILFS: (2010)**

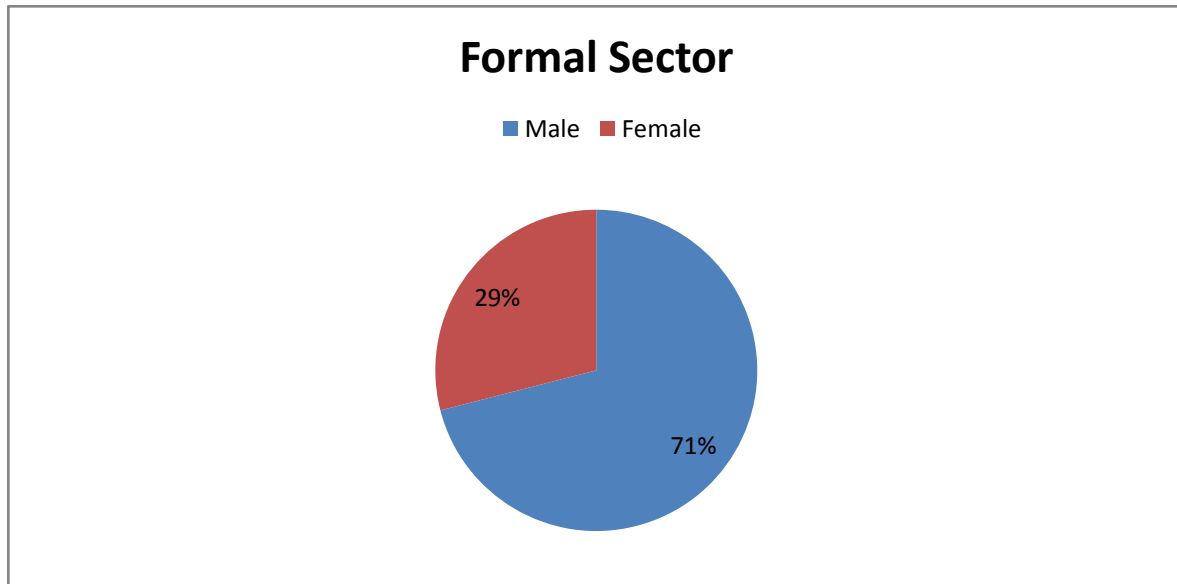
For the data shown in the following figure below validate that gender difference is also evident in the formal sector employment, where men account for almost 71% of workers versus 29% of women workers. Men have been much better represented among regular waged employees than women. But for the case of manufacturing sector for the year 2004 up to 2007, in which there are a big number of men, whereby the income employment rate is highest, and data show that only 19% of employees are women versus 81% were men. (URT: 2010).

The figure below shows for formal sector, the way it is distributed between men and women. As can be seen, the formal sector is dominated by Men, when compared to Women. But on other side of the coin, that is informal sector tend to have low percentage of men and high percentage of women.

Informal sector activities employ a large number of women, whose jobs are actually characterized by lacking of social protection, legal status, health benefits, right and freedom of association, also they hold the kind of job which is defined as casual, short term and seasonal workers, if government and trade union, they delay to react accordingly in the manner to help

women on the process of informal sector, So that under this terrible situation means that Tanzania's women will continue to be subordinated to men as well as being poor within a society.

**Figure 6:** The distribution of Formal sector between Men and women.



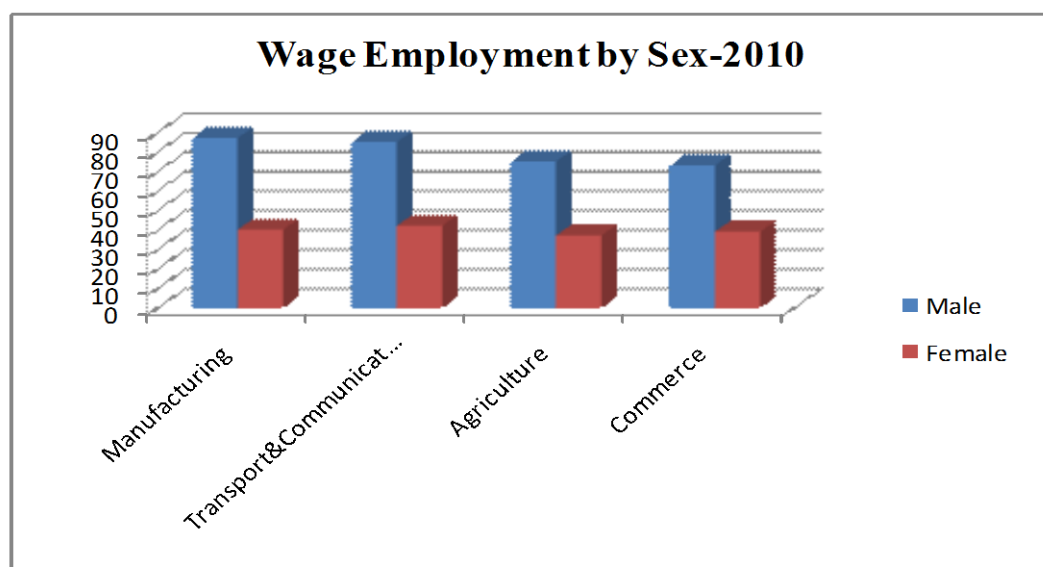
**Source:** Tanzania National Bureau of Statistics (2007).

In proving the existence of inequalities between men and women Tanzania National Bureau of statistic (NBS) data's shown that most paid labor occupations are more dominated by men than women, this is when they argued that "men have substantially higher earnings compared with those of women, in manufacturing the mean monthly income paid was 42,413 Tsh which is almost 3.5 times lower than the average income earned by men". (NBS: 2010)

While the International Labor Organization estimates that "the number of women entrepreneurs ranges from 730,000 to 1.2 million ( ILO 2003b) they are predominantly found in the micro small and medium enterprise ( MSEM) sector, where they estimated to make up 43% of the total".

The following figure below shows the gender and wage differences between Men and Women from different economic sectors, whereby men earn two times from what women's earn, one can find that the differences is quite large when it comes to shares wage and salaries work. Generally speaking, pay differentials remain as the most continual forms of inequalities between male and female in Tanzania society.

**Figure 7: Wage Employment by Sex- 2010**



**Source : ( ILFS: 2010)**

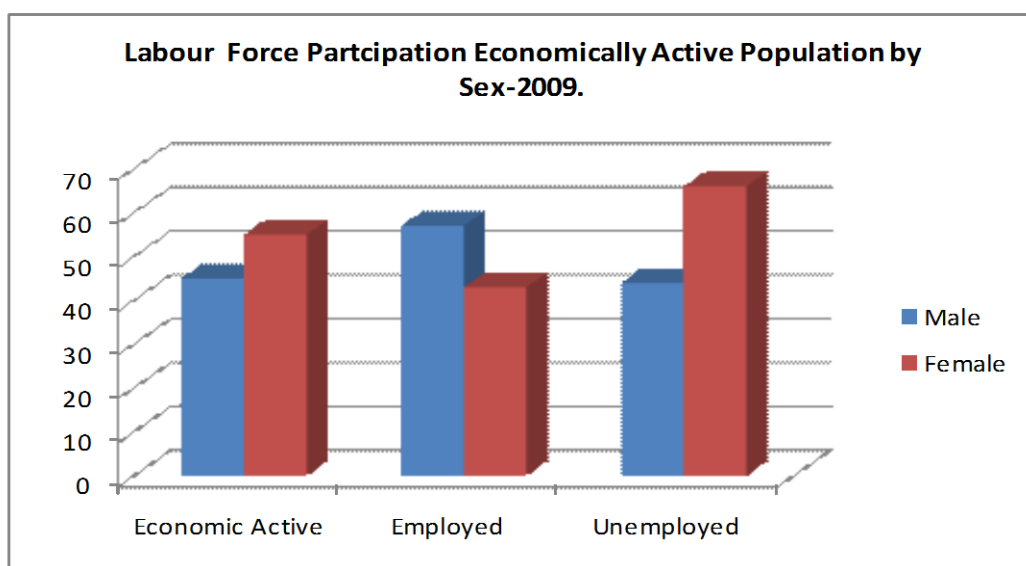
Despite high economic participation rates, women are mostly concentrated in casual, low skilled, poorly remunerated and irregular forms of informal sector employment, Although recent labor law reforms offer promising new protection for women in employment but still women job is not conducive, it stated that “they have the potential to end up hurting those they intend to help if employers find that compliance with them is too costly or if they cannot be properly enforce”.

Female employment is concentrated in agriculture and self employment, and informal sector or home-based production more than in formal employment. It should be noted that this attributed to women themselves, and not to gender segregation : “This is partly due to inadequate education and qualifications for women, presenting them from competing for formal sector jobs and part to the need to create an enabling environment situation as a whole”( URT: 2010).

The figure below shows the percentages of men and women in the economically active population, which are unemployed and employed ones. In the case of Women, they have a higher participation rate than men. The most important problem is that the majority of women are working in vulnerable situation low status kind of job when compare to men.

As Irene and Barbara state “The amount of schooling people have is indeed important for whether they are in the labor force, the jobs they hold, their authority, and their earnings. But sex differences in years of education are not very consequential for explaining most forms of sex inequality in the work place. If differences in men`s and women`s level of human capital (as measured by their education) contribute to the overall level of sex segregation, then the level of segregation should be lower when one controls for education”. (Irene and Barbara: 2002)

**Figure 8:** Labor Force Participation Rate by sex 2009.



**Source: (NBS: 2009)**

Although the levels and amount of education, skills and training are most important to define income levels. Under gender segregation conditions, the sectoral, occupational and sex distribution of jobs and earnings have very little to do with educational or skill levels, and more with gender itself.

Tanzania women are mainly employed in informal sector, part time job and casual employment, where by very hard to earn high wage, so to speak most of their job is less paid. But also the figure above shows the majority of female have higher unemployment rates than males, this is a consequence of low skills they acquired when compare to men.

Traditional analysis of Tanzania Labor Market has emphasized “average wage differentials across sectors, with a high paying “protected” or formal sector that is usually assumed to comprise unionized jobs in large firms and public sector employment and a low paying “ Sink” informal or “ murky” sector comprised of self employment and wage employment in unregistered small firms.” (Andrew: 2011). Evidence from the Tanzanian integrated labor force survey and the Tanzanian urban panel surveys, suggests “the segmented labor market hypothesis may not fully capture same important features of the Tanzania labor market”.

He continues argued that “Firstly there are very large overlaps in the earnings for jobs traditionally considered to be in the formal and informal sectors. The high wages in the formal sector are responsible for creating a murky sector that employs those unable to obtain formal sector employment”. This is to say for those who have got a nice job with high paying they can open a business and employ others that are what calling informal job. Tanzania integrated labor force surveys from 2001-2006 find that there is a large difference in average earning in the formal sector and informal sector when using the across section and controlling for observable human capital (Andrew: 2011).

### **Summary and Conclusion.**

This chapter has examined and analyzed the gender inequalities existing in the labor market indicators, it shows the way men dominate and concentrate in paid and high paid work unlike women, even though women are the one who participate fully in economic production, but most of them are found in precarious job including informal sector, self employment and part-time job , on that there is no Social Security Protection, health and other employment benefits, job and income security and legal status.

It’s an argument that gender and economic inequalities between men and women persists just because of the level of education, its true education are most important in many production process and in labor market activities in general. But most of gender inequalities arise not

because of education but they are due to Sex Segregation, in view of the fact that men and women have the same qualifications but still women earn lower incomes than men. So government and social movement organization are required to fight against sex segregation at the work place and labor market in general, but again they need to create and protect the existence employment through fighting against high unemployment for women.



## **CHAPTER FOUR**

### **THE POLICY WAYS FORWARD.**

From chapter one up to three, this thesis has analyzed and discussed different women`s problems and difficulties within a Tanzania society, especially in Labor market in general and income in particular. Women have been segregated from men, both economically and socially for a long time, furthermore these women experience and face a lot of inequalities and differences with respect to men, in particular in terms of employment characteristics such as a kind of job, income or wage, working condition as well as benefits.

This chapter will discuss some proposals about what can be done in order to narrow gender inequalities and diminish segregations, closing the gap that exists between men and women in economic level and inside society in general

#### **4.1 Ways Forward**

Since society by itself is the main cause of inequalities, it should undertake remedies to overcome the differences within the society through informal teaching, open discussion, talking and preaching about gender relations from family level and clan, up to society level. Issues like dignity, equality, human right and cooperation must be well taught, analyzed and discussed from the grass root level that is inside households.

This section will come up with some proposals on what should be done by society as society by itself has something to do in order to narrow the gap.

On the way towards gender equality, society is required to change some of their traditions, norms and social constructions, those that shape the nature of gender relations which are based on feminist and masculinity, and increase the gender gap between men and women. This is to say the society should abandon some of their out dated customs, taboos and traditional views, which have impact on gender definitions. For example, the notion of a division of labor based on sex and gender it is outdated custom because some of work men and women can do it regardless of their biological difference. In Tanzania for example the truck and bus driver is a men`s work, while every women can do that job, as its clear when you look to other countries like Brazil and South Africa, where women do that job.



This step is very important because it will facilitate the gender equality. As Tanzania Media Women Associations (TAMWA) stated that, “society itself needs to eradicate from its own ideas, conduct, norms, values, customs and traditions which hinder women from participating fully in economic, social, cultural and political development in order to become totally free” (Tanzania National Website).

They went further by arguing that, “also society needs to eradicate all actions which harass and discriminate against women on sexual grounds and which portray them as subordinate members of the society; instead society are required to promote a culture which encourage social justice and equality for each person”.

The issue of gender inequalities resulting in some women becoming socially excluded, which is still a major challenge facing Tanzanian society, is expressed in the fact that “women are still experiencing unequal access to social and economic resources due to society’s gendered values, structure and processes”. So that the solution the literature indicates for this problem is that society needs to strengthen their initial strategies contain women empowerment process that aim to promote equal opportunities for women and men particular in acquiring opportunities in employment, income, land, skills, technology and decision making process. (Kabeer: 2000).

When society is based on equal distribution, dignity and right for everyone to every sphere of life the level of inequalities would reduce within the society as United Nations Declaration on Human right state that “each person is equal before the law and has equal right, in distribution of resources and social services”. Society should remove the obstacles to women’s participation and building their capacity that are essential elements that can improve their participation in the economic and social aspects. (Tibaijuka and Kaijage: 1994).

Society should leave enough space and time for women to perform their work, not only at household level, but society should help to take the burden of household tasks for women, but also they should do the same or even more than that in the labor market, and for the case of neo-liberalism process government should impose challenge against it, so as women can use their time and space to improve their labor market performance, moreover instead of keeping obstacle for women participation and building their capacity, men should support women to develop their capacity by having an equal distribution of the household’s task between men and women,

rather than allowing it to become a women's work parcel. With the connection of United Nations Convention on the eradication of all forms of discrimination and prejudice against women, society should omit all forms of segregation and discrimination from family level and society level.

Society and organizations of the society are demanded to recognize and appreciate the contributions made by women in their roles both reproductions, production and community, within the family and the society at large, (Beneria: 2003). Since in any society, the path towards economic and social development needs both production and reproduction processes. So that the society through acknowledgement, encouragement and supporting for what women can do should help to shape the role of women in the economy and in society, away from gender stereotypes.

Apart from that, society is also required to eradicate all obstacles in education that hinders women from having an opportunity and access to education as well as training to the level which they desire (URT: 2002). In some point women are ready acquiring higher level of education but because of some cultural and traditional practice, they stuck somewhere, on this issue, there is need for a special institution and programme which will analyze, review and abolish all of outdated custom, tradition and taboos in the educational processes, which deny chance to women of having professional success and personal development.

According to Tanzania Gender Network Programme (TGNP), "Tanzania society needs to take an important step so as to eliminate all forms of discriminations against women, the society should sensitize and educate the community and society at large, so as to develop a culture which value human dignity, but also need to develop and maintain traditions and custom which value equality" (TGNP: 1993).

More advocacy work is required by Civil Society, NGO's, Trade union and government. The communication of all the policy changes and related procedures throughout the various administrative levels is real needed to be challenged by these social movement organization at national and local level generally have actively supported decentralization in Tanzania and are involved in several ways in order to bring in the gender equality within the society. However the Tanzania government with severe tradition seems still uneasy in its relationship with Social

movements especially those that it perceives as being critical such as trade union and civil society.

Though the trade union and civil society are critical on challenge government over accountability and transparent and advocacy on human rights, equality and cultural issues still is perceived as being fragmented and rather weak, by government representatives and by the parliamentarians. The present social movements are characterized by heavy dependency from donor funding and therefore are inclined to align activities to donor priorities.

Also there is a limited power and ability of social movement, media and other interest group to play a corrective role. The power structure is dominated by the presidency, the executive and the ruling party for instance the executive has a dominant role in setting budgets, social and economic policy and the parliament has rather for –malistic oversight. So because of that sometime there is inadequate transparency delays of some important issues particular gender equality and equity.

By and large, in Tanzania the social movement organizations are still at its infancy stage, despite the emergence of national umbrella organizations it has. Financial dependency from donors is enormous, correspondingly influencing the flexibility to readjust strategies. Service delivery oriented organizations play a vital role in strengthening access of equal opportunity to social development.

Society through elder people and community leaders of the society can change people's views concerning the gender difference, since they are respected people within the society therefore when they come up with wise idea for educating society on equality and dignity among the people, and to stop offending women on their performance and capacity because the offense against women contribute make them to have lack of confidence in front of men and even in the social economic performance.

Society is responsible on eradicate all taboos against the equality between men and women, and creating responsibilities according to the sexes, Society should change according to time and period, because this is not a century for women sitting down and depend from men or husband, this is a century of global economy which demand struggling for both of them in terms of economy (income and employment), education and technology in order to sustain the living

standard and equality in the society rather than favoring only men cause this will maintain inequality between men and women.

According to Irene and Barbara “the society should stop the tendencies and behavior of creating human activities basing on gendering, this is because the gendering of human activities, it maintains males` advantages. As they said, gender ideology and gendered organizations institutionalize the favored position of men as a group; in other words, organizations play a fundamental role in establishing a sex- gender hierarchy that favors men over women” (Irene and Barbara:2002).

## **4.2 GOVERNMENT RESPONSE**

### **4.2.1 Response to Society**

A correct interpretation of the concept of women in development can also assist in overcoming religion, customs and traditional practices against women. “To ensure that, society recognizes and appreciates the various activities performed by women and therefore establish national plans and programs to reduce their heavy work load , identifying problems arising from planning without gender focus to give guidelines in planning with a gender focus, initiating strategies and establishing a system of reducing women`s and men`s job inequalities.” (TGNP: 1993).

As stated above, government are required to have a special institution purposely for collecting all complains against gender inequalities and bias, challenging and claiming changes in policies, institutional structure and processes at all levels for women empowerment, social transformation and social welfare.

“A true social equality will only be attained when has achieved a social, cultural transformation and development behavior based in the process of assessing the question of women in development. Society should omitted all social values that encourage employers to ban women from many jobs legitimized sex discrimination, to justify low pay for women because men presumably supported them, and women`s economic dependence on men solidified men`s authority in the family” ( Barbara and Irene :2002).

Women on development, government should have strong laws, regulation and policy to challenge globalization and neo-liberalism process which against the regulation of the labor market on the process of putting clear a kind of job and its payment as well as keep open the qualifications of assigning and creating a certain job, through these channels, women should have an equal chance to be hired, appointed or selected and perform on the same ground with men, hence it will be possible solve the income and employment status inequality.

“It is imperative that government policies that address social exclusion and attempt to construct more socially cohesive societies. The mitigating approaches that address the symptoms of social exclusion and transformative approaches that address the causes. Laws as administrative practices with regards to the right of those who are excluded need to be reviewed and strengthen” (TAWLA).

They continue to argue that “Legislation that discourages all forms of gender discrimination need to be re- introduced and strengthened” like Act number (6) of 2004, employment and labor relations of Tanzania’s Labor law, that prohibited discrimination in the work place on the basis of gender or gender segregation at work place, Tanzania needs to strengthen this act, since the act is there but the level of segregation is quite huge. Although Tanzania has already adopted the international conventions, for example convention on the elimination of all forms of discrimination against women, they should strengthen compliance with these rules in order to achieve equality.

Barbara and Heidi said that “beliefs about differences between the sexes that are grounded in African cultural values contribute to the persistence of sex segregation, these beliefs take as axiomatic that women’s primary sphere is the home and that of men is the work place and assume innate sex differences in personality and physical characteristics that are supposed to suit women and men to different kind of work and militate against their working together except under certain conditions.

As a result, employers and job seekers share attitudes about what kinds of work are appropriate for each sex and many occupation have come to be labeled male or female, Therefore a variety of barriers legal institutional need to omit the altitude that still limit women’s access to occupations in which men have customarily predominated” (Barbara and Heidi: 1994).

The government together with social movement should bury all bad culture belief which maintain inequalities and segregate women from men`s work and income through the establishment of the new education curriculum on gender equality, equity and social justice from primary school as a subject up to university level as a degree, this could help to set mind of the people in the society mainly because it easy way to transmit knowledge, information and creating awareness of gender relation to the majority.

In Tanzania for example a course of gender development begins to be taught in university level, but this should be starting from the ground level. When the process of educating and creating gender awareness could start from grass root this could help to change the mindset and attitude

As a solution toward gender equality the voices of excluded women are needed to become essential to social policy designed so as to ensuring their full participation in social economy development. But again if government and civil society organization come up with special strategies to eradicate all norms and belief which marginalize women, by beginning to introduce the study from village level up to town level, campaign and propagate it in the same way as political campaigns are conducted, this would quick spread message and to change the society value, attitude and mind set against gender equality. For the case of Tanzania this is easiest and useful way to deliver message and lesson, for that reason the gender gap between men and women will reduce.

Special training for women themselves on the notion of gender development is needed, including understanding their status, position and importance in the society, by so doing women will be more than aware concern job selection, engaging into men`s work and receiving the better as men, and that will stimulate equality between them.

One support that the government should concede deals with longer-term social and economic policies that against gender inequalities, as Beneria argued that “empowering and distributive goals and focusing on the gender dimensions and income-generating policies, changes in the division of labor in paid and unpaid production, educational and retraining programs to prepare women for the requirements of technological changes, productivity and increasing better paid sectors of the economy” (Beneria: 2003).

Government needs to take into considerations what happens at the level of gender socialization and power relations as an evaluation of the effect of employment for women. It also argued that “focusing on socio- cultural aspects of women`s involvement in paid work have analyzed the differences and often contradictory aspects of women`s participation in the new processes of industrialization” (Ong: 1987; Feldman: 1992).

Ever since women have got a chance to participate in labor market due to industrialization, government should make sure that care should be taken to stop the socio-cultural aspect and attitude being used in the distribution process of the labor market aspects. That is, it should take care of those gender policies that define who gets what and which job under the process of distribution and re-distribution of labor market opportunities.

#### **4.2.2 Response to Economy**

On the question of filling gender gap, government is required to come up with a strong affirmative action in which women should be favored in some of sphere like education, employment, politics and leadership where they have been left behind since before and this action should continue for some time, up to the point when gender difference come nearby extinction. So what the Tanzanian government need, is to take good governance seriously to ensure that the value for gender equality are promoted by transparency. By so doing the government would manage to end inequalities within the society.

According to Feminist economist, “affirmative action in the form of numerical quotas and reservation is required for government representation, but also in facilitate employer to create, assign and treat workers equal regarding their qualification and experience,” ( Beneria:2003).

Also government together with Social movement Organizations should come up with regulations against employer`s action on the all process of assigning job to do as well as contract, when government create and implement strategic plan that requiring employers to value the status of women first if they deserve and qualify. And the strict measure should be taken for any employer if it will be proved they commit acts of discrimination, harassment and

segregation against women, these could change employers mind on the actions of treating workers.

“More number of affirmative action regulation, because it can also discourage sex segregation contractors not to discriminate based on gender including sex discrimination. The amended positive steps because affirmative action, it helps employers recruit talented employees and it serves as a defense against discrimination suits, and government should make sure that the employers who have incorporated affirmative action into their personnel practices see no reason to return to the old system” (Reskin:1998).

By focusing on the solutions of gender equality, where have seen the gender gap between men and women in various aspect, has been shown in formal sector women hold only 29% of formal sector while men is 71% of it, so that the government and Trade Union should make an effort and applying economics and politics procedure to promote women to inter in the formal sector by imposing a special legal provision for employers to highlight equal ways of recruitment and income distribution between men and women.

It is believed that solutions toward gender equality depend much on government action and response through strict laws, regulation and policy implementation against all action of gender discrimination and segregation. On this government together with the social movements should respond accordingly, as serious laws and regulation are needed to be implemented and not only be formulated and keep it into files. It's quite open that Tanzania for example has introduced and formulated regulations, laws and police against gender issues but there is lack of implementation power, for that case its where and how gender inequality maintained.

Reskin and Hartmann stated that “existence of ant discrimination laws or regulations may contribute to change, according to one theory underlying law enforcement, most changes occur through voluntary compliance by establishments against which no action has been taken, either out of the desire to avoid sanctions or because laws help to reshape employer`s opinions about acceptable behavior”.(Reskin and Hartmann: 1984).

They continued to argue that, “strong enforcement of antdiscrimination laws in employment has been effective in reducing sex segregation in the work place if this goal is to be pursued enforcement agencies such as the equal employment opportunity commission and the office of



federal contract compliance programs should continue to play an important role, by sustaining and improving efforts that have been shown to work and by developing new effective approaches.

Government and employers should be aware of their actions on the process of labor market toward gender equality. In Tanzania for example to tackle this problem, they need to arrange themselves to make sure they have policy which will help women to combine both family and paid work by paying women extra benefit for being in part time and temporary, since taking care of kids and elders could be government responsibility for the social development aspect, as have been discussed already women spend too many hours to take care these dependent group the thing needs government support.

This is emphasized by Barbara and Heidi when they stated that “the employer explore ways to make work schedules more flexible, with attention to both the workday and the sequencing of career stages in order to ensure that employees with family responsibilities have equal access to all occupation and promotions opportunity that and options should provided for both men and women across all occupation and sectors of the firm” (Barbara and Heidi: 1994).

The current economy is characterized by global shift which consist competition, concentration, expansion and high technological skills. On solving gender problem and reducing segregation government need regulations against neo-liberalism process but also to offer special present for women in terms of training skills that is job training, so as to coup with the current situation and manage to compete with men in the labor market under the global economy, rather than left them behind for the reason of lack of education technique and skills which make them remain in the low pay job.

“Improvements in women`s educational level across the country labor in low wage employment must be noted, Yet even through improvements in education do not always result in corresponding gains in labor market conditions for women, at the same times, the observed “preference” for female labor in export-led employment is often accompanied with greater insecurity of women`s job in comparison with men`s job, even through all jobs, in general are becoming less secure so that government should implement policies to solidify and upgrade

women`s educational gains, particularly in view of rapidly changing technological requirements”. (Beneria: 2003).

When government takes the gender issues into national parliament, it becomes possible that gender issues take a place in parliament sessions and, thus rises the possibilities to create special parliament committees for gender focus, this would inspire many politician to come up with ideas toward gender development. So they could be capable of engaging, challenging and claiming changes in laws, police and regulations. This could help to bring equality in gender, social and economic arenas.

For instance parliament of Tanzania has established essential committees like Public Organization Accounts Committee (POAC) and Parliamentary Account Committee (PAC) which played a greater role and brought changes to the government budget and social economy development through employment and income, since they manage to re-establish the public agencies that have been privatized. These kinds of committees and strategies are needed to settle the gender matters.

Again the gender focus needs to be discussed a lot by politician in the parliament, since parliament are concerning in the process of passing bills of legislation, this could sharpen the ideas of politician into positive contribution toward gender equality, but this need go hand to hand with increasing number of women in the parliament who will support the idea strongly. One of the strategies of Tanzania government to bring gender equality was to empower women and having fifty percent per each women and men as a member of the parliament, but there is no implementation of that strategy since the percentage of women in the parliament in only 29% of the total of Member of Parliament (see women`s representation in National Assembly).

When fifty percent participation of women could be reached, this level could help the diminish the situation of inequality between gender especial in labor market where women are marginalized in every sphere like status and payment. Through increases in the number of women in the parliament, women themselves could assert their fellow women needs and wishes by contributing their views and ideas on strong policy implementation against all marginalization of women within the labor market.

If government wants to revise the gender development aspect they need to have a national commission to coordinate all process of equal distribution in the labor market by collection and review of labor market information for both men and women, through a national commission of coordination, then the level and status of women and men may become almost equal. As have been said by Barbara and Irene “producing and formatting plans for society based on the assumption that national plans take into account the needs of the people regardless of sex. This system of planning has shown some deficiencies since it does not take into consideration on the fact that development needs of women and men are different”. (Barbara and Irene: 2002).

Government should encourage and promote the “formalization” of informal sector, by finding, registering and put into national statistic all of informal business this could stimulate both economic development growths through tax payment and women social economy well being via working in good condition in terms of having legal status, protection and benefits.

This has been argued that “the inclusion of informal enterprises in national development programs can be effectively promoted. This will be based on interventions in a range of fields, which provide an effective vehicle for advocacy, social protection and community initiatives. Policy advice and support will help to identify and remove legal, fiscal and administrative barriers preventing the inclusion of informal sector operators in the modern economy”. (ILO: 2000)

Due to women responsibility from house hold level up to national level, governments need to pay much attention upon them by simplifying all means of their work through lending them home equipment and vehicles for affordable credit and concessions, this will make them to act accordingly in the labor market as well as maintain their family work status, and it will lead to equality in terms of economic aspects.

Toward the solution of gender development government is required to re-check and review all laws and regulations of discrimination and segregation against women after every three to five years, for instance in Tanzania the presidential period is five year, so that after every five year Tanzania government needs to re-check and review all of discrimination and segregation laws, police and regulation, in other words each presidential period needs to come up with new strategies of gender development.

Governments through the human right institutions are demanded to practice real human right policies, this is to say that for any organization or company which continue practice segregation and discrimination by favoring men against women in terms of job status and income, then the institution should accuse them because of practices against equal pay for all men and women with the same level and status. “a policy of equal pay for equal work with a policy of equal pay for work of equal value, the earnings ratio will increase on the demand side, the sexes` segregation into different places of work and different jobs and the devaluation of women`s work are important reasons for the pay gap”. (Irene and Barbara 2002).

Although the gender problem is a worldwide problem, its solution will depend much on country policies, since some of causes of gender inequalities can differ from one country to another, in particular social causes, so that governments need a special country policies to solve gender issues

Generally government response and action are the central point toward gender equality through policy making and implementation as well as plans and programs. But from the side of social cultural practice policies and regulation are not much applied as can be applied in economic practices, from this side training, discussion and awareness from the grass root are much more needed in order to change the mindset and attitude of the society concerning gender values.

#### **4.2.3 Response to Globalization**

Solving the issue of inequalities as a response to globalization, demands having a carefully and strong government in terms of policy and regulation, on this issue, the government needs to challenge globalization aspects by keeping re- regulating and maintain policies that is harmless to the workers particular women, as to encourage social economy development and social welfare.

Also the Trade union and civil society must play crucial roles in defining and observing the emergence of rules and regulations. The lead agency for the decentralization, equality and accountability of all matters concern social and economic development where by central and local government are implemented.

Again there is need of strong social movement at local level that has capacity to understand and monitor the performance of local government and central government in reaching equality and accountability as well as public funds and thus constantly remind government on their duty to account for their action to the public. Nevertheless, considerable effort must be made by government together with these social movements organizations to strengthen the capacities of women.

Beneria puts it clearly by stating that “government should be a source of concern to all those looking for alternatives struggle for solutions at the decentralized, local and institutional level; it has fought discrimination and inequalities. Discrimination and inequalities at many levels, it has changed institutions and decision making processes, it has incorporated new agendas in the policies of daily life, and it has affected national policies. It has made an impact on international agendas, and bringing human welfare to the center of debates on economic and social policy, and has to meet the challenges posed by globalization” (Beneria: 2003).

Government needs to work more closely with globalization agencies, so they can get to know and use them better when comes to the policy issues government would manage to control the process since it will be a part of it, by doing so government would maintain the good relationship with the positive side of globalization and control its negative side.

The government control against globalization pointed that “government need to governing globalization by establishment a number of measures could reduce the negative impacts of rapid globalization process. On the process of governing globalization, where they identify the main ways in which the governance needs of the world economy and policy can be strengthened, A new created structure of governance reform of existing and new institutions are proposed to better protected the interest of gender in the country”. (Almas Heshmati: 2003).

According to Beneria, Government should design systems of social protection to deal with harmful effects of economic restructuring and globalization. These include unemployment benefits and other forms of compensation for the losses associated with plant relocation and trade liberalization, technological change, outsourcing and downsizing. By formulating a kind of insurance which will deal with all workers who have been affected negatively by the impact of globalization.

She continues arguing by saying “take global approach to the design of effective regulation of markets, in particular work-related measures such as labor protection and labor standards will not effective unless they are approached globally so as to avoid the current race to the bottom that result from countries competing through poor environmental and labor standards”. (Beneria: 2003).

Appropriate governance is needed to manage globalization and the speed at which must be pursued. “Though there is disagreement about the effect of globalization on income distribution and income inequalities within country, where by international trade theory implies that increased trade and foreign investment should make income distribution more equal especially in poor country”.(Bhagwati: 2000). It should be accepted that globalization can play both part socially and economically, therefore it can create a positive and negative cost for diversity of social objective as a broad tendency

According to Beneria “economic restructuring and the enormous increase in precarious employment and informalized production ... has resulted from globalization and the implementation of neoliberal policies,” (Beneria: 2003). So that government needs to be aware of the process whereby changes can take place at the firm level, and immediately having effects on the labor market and work force, that changes could represented a huge redistribution of income and employment, But also government needs to recheck and regulate these neoliberal policies that cause economic inequalities, economic insecurity and poverty among millions of workers and their families across the countries.

All in all government need to change and challenge some of the neo-liberal policies and globalization`s conditions and aspects that maintain inequalities, for this case the great effort for gender equality must be taken, particular in third world countries where a gender problem is more serious than developed countries this is due to the fact most of developing countries particular African counties are suffering from lack of development as well as cultural and traditional practice.

One of the important tools for gender development aimed mainly at poverty reduction is government budget to consider gender development by empowering and facilitate women issue.

has been stated that “ gender budgeting” that is focusing attention in the process of the budget formulation within a given country in order to assess whether a particular fiscal measures will increase or decrease gender equality or leave it unchanged” ( World Bank report : 2005)

## **CHAPTER FIVE**

### **SOME CONCLUSIONS**

This thesis concentrates on a number of issues in the subject of gender and economic inequalities between men and women, women's problems and difficulties have been paid much attention by looking on the aspects of social and economic distributions, like employment (level and status), income and household responsibilities on the process of gendered experience.

In particular the thesis addresses the question of segregation, both the level and kind of segregation that can occur among men and women. Men and women can be segregated into different form and ways in the work place and labor market in general, by the of setting income and wage setting, by employment and job creation or by the assignment of jobs among men and women.

All the way, the analysis of the causes and factors stimulating gender inequalities have been as a main concern of discussion, discussion in which social cultural aspects, government and globalization are marked as a central element to the contemporary gender and segregation processes in social and economic development especially in the labor market categories. And those inequalities that exist between the two have been exposed in the distribution of employed person by their sex and sectors, wage employment and level of education between men and women.

This thesis found that in Tanzania women are suffering the situation of being relatively marginalized, excluded and vulnerable within the country. It's clear that social and economic policies are needed to be underpinned by special effort which will enable to narrow the gap between sexes, but also to empower women from where their current status where they are marginalized both economically as well as socially.

Both measures and remedies towards gender equality and equity are analyzed, in which its emphasized that governments and social movement organization are required to fight against all bad social cultural practices that maintain inequalities, but at the same time, they are also required to introduce some new plans, strategies and programs for educating and creating awareness on the members of society concerning gender development. It was also stressed that



governments are required to re- check and review its police, laws and regulations as a way toward economic and globalization response, Ant-discrimination laws has been counted as a strategic way to settle segregation and discrimination against women.

It is clear that gender is essential aspect to the social economic development so that it needs a special attention in any discussion particular in social and economic welfare; therefore this thesis offers some suggestion in the line of a quick and easy ways toward gender equality. What society needs to do is to strengthen values and norms that practice gender equality and then attacking all forms of inequalities and discrimination.

One will agree that inequalities is the poison thing in the society because it endows society with different level of value and status, opportunities to participate fully in labor market and employment in particular, so things like equal job for equal pay, bonuses and promotions for both women and men in the work place, could be the most important elements of a policy looking towards gender equality.

In case of employers, the government should have a proper policies, laws and regulations in order to make employers and company's owner to recruit workers in terms of their qualifications and they should stay out of bias and favoritism, but also to encourage more women to go into men's works and vice versa, without forgetting to improve working conditions, salary and benefits in women's works that aim to influence a large number of men to enter into women's works.

Apart from that, women themselves have been shown to behave in a retardatory way in the whole process of diminishing sex segregation in the work place and labor market in general, since some of them are quite selective of specific kind of job and occupation, this stimulating them to be segregated from men's works, so that the women should stop the tendencies of being selective instead, they should focus much on men's works since it characterized by being formal a kind of employment with higher salaries and benefits.

To sum, this thesis tries to analyze and discuss women problems and ways forward to banish gender differences between them and men, Women are a vital part of today's labor force, and work is clear an important part of their lives, so that the idea here it's not to make women being exactly like a men or to have what men's have. The main concern of this thesis is trying to look

for gender equality by making sure that, women and men receive equal in terms of economic aspects especially in employment and income, the thing automatically could settle the social and economic inequalities between them.

I believe for sure this thesis will provide some elements for social and economy government's institutions on the process of policy making and implementation to strengthen their commitment to the notion of gender equality and might help them to concentrate on the social institutions', economic aspects and globalization in order to make a gender equality a genuine reality.



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